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For the Common Good



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Z. SMITH REYNOLDS FOUNDATION

ANNUAL REPORT 2003

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THE Z. SMITH REYNOLDS FOUNDATION was established more than 65 years ago for the benefit of the people of North Carolina. In its charter, the founders—Dick, Mary and Nancy Reynolds—set forth the Foundation’s purpose in clear and simple language: “The object for which this corporation is formed is the accomplishment of charitable works in the state of North Carolina.”

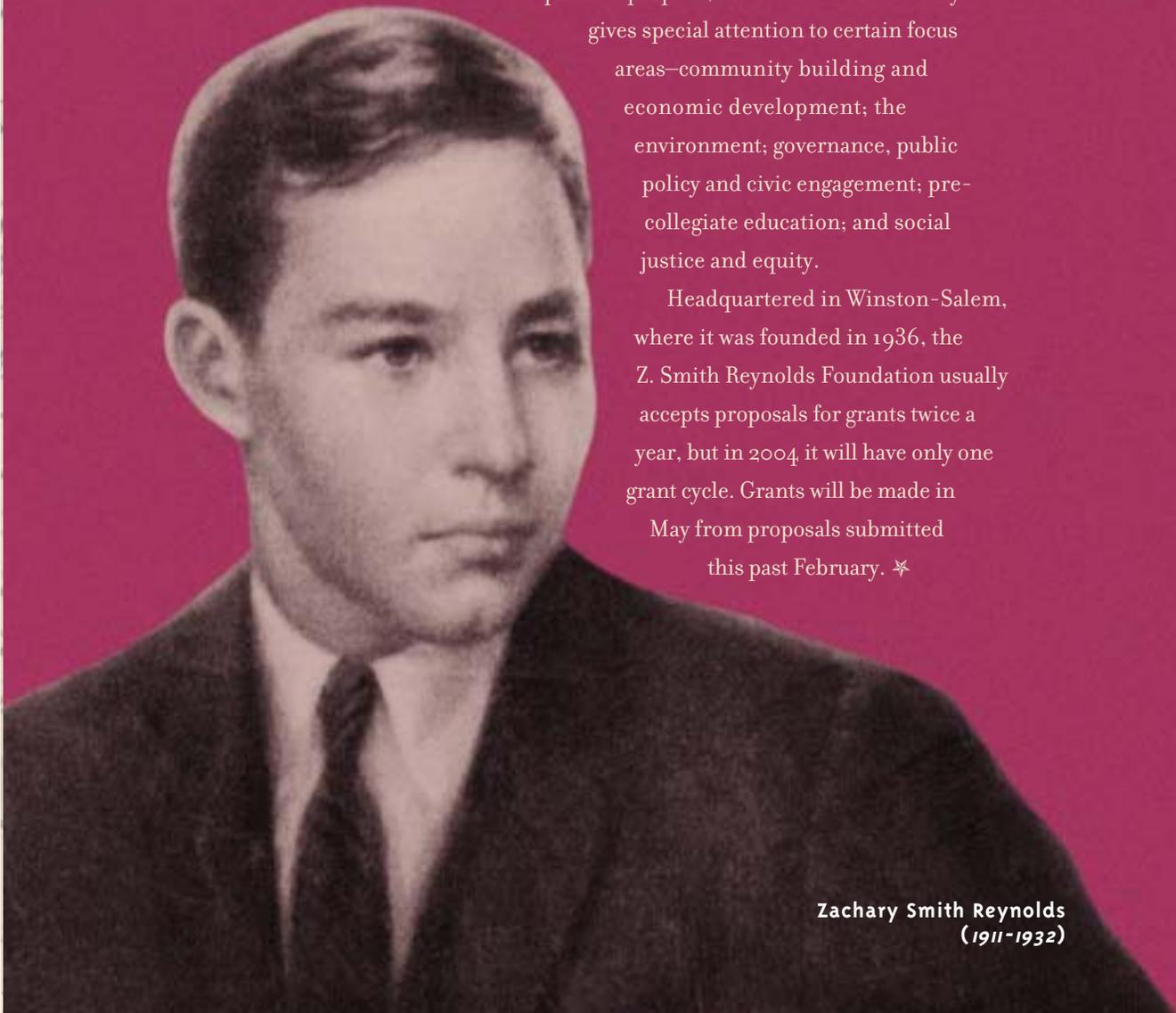
Few other general purpose foundations in the country as large as the Z. Smith Reynolds Foundation—its two trusts have approximately \$400 million in assets—have a legal mandate to make grants within a single state.

While the geographic boundary is firm, the Foundation’s grantmaking strives to be far-reaching. It often seeks to initiate rather than to react, to question rather than to accept, to challenge rather than to affirm.

In working to enhance the quality of life in North Carolina, the Foundation places a high value both on developing new programs and on sustaining those organizations advocating for systematic change. To accom-

plish its purpose, the Foundation currently gives special attention to certain focus areas—community building and economic development; the environment; governance, public policy and civic engagement; pre-collegiate education; and social justice and equity.

Headquartered in Winston-Salem, where it was founded in 1936, the Z. Smith Reynolds Foundation usually accepts proposals for grants twice a year, but in 2004 it will have only one grant cycle. Grants will be made in May from proposals submitted this past February. ✧



Zachary Smith Reynolds
(1911-1932)



A LETTER FROM THE PRESIDENT

DURING THIS PAST YEAR, the Z. Smith Reynolds Foundation lost two individuals—Anne Cannon Forsyth and Hugh Humphrey—who played a major role in the Foundation’s development. Anne Cannon Forsyth, daughter of Z. Smith Reynolds for whom this foundation is named, was a trustee for many years and was a visionary and dedicated philanthropist with her own inheritance. Her son, Jock Tate, continues as a trustee and preceded me as president of the Foundation. Hugh Humphrey was a trustee for more than 20 years and left an indelible impression on the Foundation with his keen mind, wit and compassion for his fellow North Carolinians. We mourn their passing, and they both will be sorely missed.

It has almost become a cliché to talk about the pace of change in today’s world. To quote the Red Queen in *Alice in Wonderland*, “Now, here, you see, it takes all the running you can do, to keep in the same place. If you want to get somewhere else, you must run at least twice as fast as that.”

To remain relevant in this changing environment, foundations must periodically re-examine their own priorities. During the latter half of 2004, the Z. Smith Reynolds Foundation will take a step back from our grantmaking to look at the most pressing needs facing North Carolina now and in years to come and to make sure we have the most effective means for aligning our financial and human resources to best support the work of our grantees.

But despite the changing world, one thing remains unchanged: the responsibility those of us involved with

foundations and nonprofits have to be good stewards of the resources with which we have been entrusted. Last year, in particular, brought allegations of unethical conduct from nonprofits and foundations of all sizes and from around the country. More than 100 stories were written about foundation misconduct—stories that included the kind of arrogant behavior and abuse of privilege by foundation trustees and executives that make most of us cringe.

I do believe that the majority of foundation trustees in America take their responsibilities seriously and strive to carry out the missions of their foundations in the most ethical and effective manner. Yet, we know when newspaper headlines report these allegations against other foundation officials that we are being tarred with the same wide brush. We must do more than wring our hands, however. We must re-examine our own practices and those of our peers to ensure that we are adhering to the highest standards of performance and using our positions as board and staff members to carry out the mission of our organizations and to improve the communities in which we work, not to benefit our own social or financial positions or those of family or associates.

Fortunately, colleagues around the country are providing leadership to ensure that we all know the boundaries of propriety and responsible conduct and that we have no excuse for straying beyond them. Community foundations have worked together to develop common standards of practice to which they can be held account-



able. Family foundations and corporate giving institutions are developing standards to guide their practices as well. And the Council on Foundations is embarking on an important initiative to improve ethical practices throughout its membership.

Private foundations, such as the Z. Smith Reynolds Foundation, have no market forces such as customers or shareholders to encourage us to change. We have only the desire of trustees and staff to demonstrate that we are contributing to the common good, fulfilling the charge given us by our founders, and serving the public trust implicit in the tax benefits received upon creation of the foundation. If we don't live up to these responsibilities and demand the highest standards of conduct from ourselves and our colleagues, then we can't complain when the media or government agencies do so.

I really believe that the nonprofit sector is a core component of what makes American society different from so much of the rest of the world. At our best, Americans are tolerant, open to new ideas, and willing to get involved to care for our neighbors and improve our communities. Nonprofits take the lead in helping to solve today's and tomorrow's problems, and foundations are important supporters of this work. Our independence is a core value and strength of the sector, but we have to keep in mind the fact that it is also a gift that we must continuously work hard to earn.

John Gardner, founder of Common Cause and the Independent Sector and clearly one of the great minds in

our field, summarized wonderfully the beauty of the independence enjoyed by the whole nonprofit sector.

At its best, it is a sector in which we are allowed to pursue truth, even if we are going in the wrong direction; allowed to experiment, even if we are bound to fail; to map unknown territory, even if we get lost. It is a sector in which we are committed to alleviate misery and redress grievances, to give reign to the mind's curiosity and soul's longing, to seek beauty and defend truth where we must, to honor the worthy and smite the rascals with everyone free to define worthiness and rascality, to find cures and to console the incurable, to deal with the ancient impulse to hate and fear the tribe in the next valley, to prepare for tomorrow's crisis and preserve yesterday's wisdom, and to pursue the questions others won't pursue because they are too busy or too lazy or too fearful or too jaded. It is a sector for seed planting and path finding, for lost causes and causes that yet may win, and, if I may borrow words from George Bernard Shaw, "for the posterity that has no vote and the tradition that never had any, for the great abstractions for the eternal against the expedient."

I hope we all remain vigilant in maintaining the highest level of ethical behavior to avoid even the perception of misconduct, indiscretion, and personal enhancement as we strive to live up to the promise of this vision.

Mary Mountcastle
President



A LETTER FROM THE EXECUTIVE DIRECTOR

WHEN THOMAS JEFFERSON AND HIS COLLEAGUES met to establish the great experiment in democracy that we call America, their legacy was a government designed not for the good of one or even a few individuals but to serve all of us—to serve the common good. Today, we don't all agree on the definition of the common good, but our democracy allows our views to be heard and provides enduring mechanisms for our different opinions to be blended into policies and laws that govern our actions.

Certainly government is not the only institution in our society that serves the common good; however, it is the one body in which we each have the right and opportunity to play a role regardless of our individual wealth, talent or creed. At its best, government is the place where we are called upon to put aside our individual desires and ask instead what is in the best interest of all.

Speaking in Asheville in 1902, President Teddy Roosevelt captured the essence of our form of government when he said, "The government is us; we are the government, you and I." Despite the importance of government to each of us, we live in an era where many find it easy to criticize government and decry its value to our daily lives. Yet, few among us are willing to throw our hats in the ring to try to make changes. At the same time, many individuals feel that one person cannot positively impact government. Voting rates are low—North Carolina ranks 34th in the nation—and many people believe that money has reached

unacceptable levels of influence on our political system. Increasingly, people are saying we must find ways to help the people of North Carolina find their voice in, have access to, and feel part of this state's government.

As a native North Carolinian, a former congressional aide, a former judge and previous director of our state courts, I consider myself an eternal student of North Carolina's political process. My career has given me an inside look at the good, the bad, and the ugly within government. My experience has taught me, much to the disbelief of many, that most of the inner workings of North Carolina's government are not simply good, but remarkable. When you consider the incredibly daunting task of ensuring the safety and well-being of more than eight million individuals, administering a wide variety of programs and services through three branches of government at the state level, as well as operating 100 county and more than 500 municipal governments, the accomplishments of our government employees at all levels are to be commended. Of course, the successes of those hardworking and dedicated public servants do not preclude the need for ongoing improvements of our governmental institutions and systems.

This need to improve government and to increase civic participation is, in part, why the Z. Smith Reynolds Foundation has selected "Governance, Public Policy and Civic Engagement" as one of its five focus areas. For years, the Foundation has made grants to public institutions and



other organizations designed to strengthen government; in fact, the first grant the Foundation made was in 1936 to the State of North Carolina. However, in 2001 the Board decided to dedicate greater emphasis and even more energy to increasing civic engagement and strengthening representative democracy in the state, and, thus, this new focus area was created.

The Foundation made numerous grants within this focus area in 2003 that we believe have the potential for tremendous impact. In the pages that follow, we have invited essays from dedicated, civic-minded North Carolinians and asked them to share their thoughts on governance, public policy and civic engagement. We hope that you, the reader, will be reminded of the importance of civic education and participation in your government and will be inspired to take action. As the other President Roosevelt said in his second inaugural address, we must refuse “to leave the problems of our common welfare to be solved by the winds of chance and the hurricanes of disaster.”

Several changes took place at the Foundation during 2003. In January, we moved into new offices in downtown Winston-Salem, and we are excited to be part of a tremendous downtown revitalization effort that is taking place. Also in 2003, we lost two beloved friends of the Foundation: Trustee and Foundation Attorney Hugh Humphrey and former Trustee Anne Cannon Forsyth. Both believed in education as the great equalizer and were dedicated to

ensuring universal access to educational opportunities and resources. Their impact and legacies will live on.

Additionally, in 2003 the Foundation recognized Trustee Zachary Smith’s 37 years of service on the Board and named him as the Foundation’s first Life Trustee. He continues to participate actively in the work of the Foundation, but on the occasion of his becoming a Life Trustee, I offer my sincere and humble thanks to Zach for his dedication and unwavering commitment to this Foundation and to making life better for the people of North Carolina.

As 2003 ends and we enter an election year, I believe this is an appropriate time to reflect on the Foundation’s work to serve the people of our state—the common good—through the improvement of North Carolina’s democratic processes. This annual report is an attempt to share these reflections with you. I believe these are challenging times, and we need the efforts of all of our state’s people in order to carry out the lofty responsibilities that our Constitution bestows on us. I hope this annual report will invoke new or renewed enthusiasm in all of us, that we might strive not only for the common good, but for the common great.

Thomas W. Ross
Executive Director

AN IMPORTANT CHANGE FOR GRANT APPLICANTS

The Z. Smith Reynolds Foundation will forgo its fall grant cycle during 2004 and accept grant applications for the spring cycle only. The grant application deadline for the spring cycle was February 1, and grant decisions will be made by the Board of Trustees at the Foundation's annual May meeting.

The Foundation's Board of Trustees made the decision to award grants only in the spring in order to create time for the board and staff to engage in intensive, focused learning about challenges and opportunities facing the state.

The mission of the Z. Smith Reynolds Foundation is to improve the quality of life of the people of North Carolina. To meet this mission, it is important for the Foundation to be as knowledgeable as it can be about the needs of the state and its people. This is particularly true during times of transition, and the Foundation's Board of

Trustees wants to take the necessary time to understand the changes occurring across North Carolina.

Other than having only one grant cycle, all other programs and activities of the Z. Smith Reynolds Foundation will remain the same during 2004. These activities include such programs as the Nancy Susan Reynolds Awards, for which nominations are due June 1; the sabbatical program, for which nominations are due December 1; and the fellowship and internship programs, for which applications were due January 21.

Persons with questions about the Foundation's grant process for 2004 should refer to the Foundation's Web site, www.zsr.org, which contains detailed information about grant application guidelines, as well as other programs and initiatives or call 800.443.8319 or 336.725.7541.

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* Term Expired in 2003

ANNE CANNON FORSYTH

BORN AUGUST 23, 1930 IN NEW YORK CITY
DIED MAY 11, 2003 IN WINSTON-SALEM
SERVED AS Z. SMITH REYNOLDS FOUNDATION TRUSTEE 1958-1978

"She was a dear and precious friend to me. I remember her for her unselfish, caring generosity. We both were interested in the South, making the South better, and making it better for blacks. She shared and she cared, and she dared, and she did."

— Vernon Jordan

IN DEATH, AS IN LIFE, Anne Cannon Forsyth remains a very private woman. What is best known about her, ironically, is very public, especially in North Carolina: she was the daughter of Anne Cannon Reynolds and Zachary Smith Reynolds, and the granddaughter of R.J. Reynolds. Child of fortune, the divorce of her young parents and the death of her father made her a child of misfortune. What was she to make of her birthright?

What is most remarkable about Anne Cannon Forsyth is that she chose to remain out of the limelight, while focusing her attention on the two most public issues of her time: poverty and racism in the American South.

Perhaps because of hurt itself, more private than we will ever know, she seemed intuitively to care for those whose birthrights were different—poor and black—and compromised. She would determine her own public life, on her own terms.

As a founder and later president of the North Carolina Fund, she answered Governor Terry Sanford's call to service in one of the earliest and most successful programs in the "war on poverty." In the early 1960s to step forward in defense of the poor and the oppressed was in itself an act of courage. Traveling with an interracial team of NC Fund representatives, Mrs. Forsyth and others were turned away from a local restaurant. Anne Forsyth never forgot the irrational prejudice. For the next five years, she worked with other Fund staff

and board members to grant almost \$10 million to help improve life for the poor.

To further the cause of education for minorities, Anne Forsyth created the Stauffer Foundation, named for her mother. Its purpose was to identify qualified young black students, to help them gain admission to formerly segregated white southern preparatory schools, and to fully fund their expenses. Staffed

by John Ehle and Lil Meredith of Winston-Salem, and with the participation of the distinguished civil rights leader, Vernon Jordan, the program enabled more than 100 minority students from throughout the South to attend prestigious private academies, thereby advancing leaders one by one and changing the racial, social, and moral make-up of some of the region's most venerable institutions. Today, graduates of this program excel in a wide range of careers—law, medicine, banking, and education.

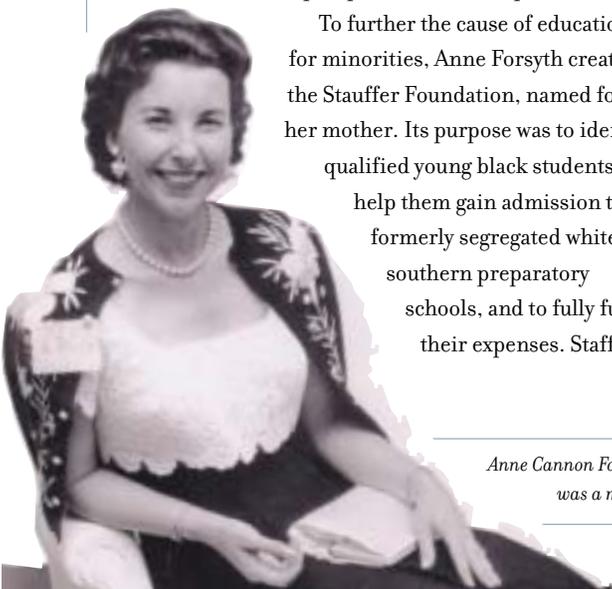
In 1981, Mrs. Forsyth undertook to enrich opportunities for black, native-born white Appalachian, and Native-American high school students by creating the Awards Committee for Education (ACE). It identified students performing in the top one or two percentiles on the California Achievement Test and provided scholarships for summer programs and guidance counseling to make college and career choices. When the last ACE students finished programs in the summer of 1990, they were ready for distinguished schools and distinguished careers. With these two programs, Anne Forsyth helped changed the face—and the future—of the South.

But the full story remains untold. The loans that she did not ask to be repaid, the anonymous gifts, the on-going support for community hospitals, art institutes, schools, and individuals are largely unknown. Hers was a selfless kind of giving. Anne Cannon Forsyth was one of the most generous people in the history of North Carolina philanthropy.

And so the public record of Anne Forsyth belongs to history. Let us, in remembrance, also try to see her where she was happiest, in her own private world: young, she loved horses. Loved the jumps, the trails, loved the race tracks. Always she loved the mountains, especially Blowing Rock, where she grew up. In the last years of her life, she lived quietly, both in Winston-Salem and in Blowing Rock among her paintings and books.

Let us now praise her.

— Emily Wilson



Anne Cannon Forsyth's two sons have been involved in the work of the Foundation. Zachary Tate was a member of the Advisory Panel, and Jock Tate is a member of the Board of Trustees.

ZACHARY SMITH

SEVERAL YEARS AGO Zach Smith and I were driving around his old hometown of Mount Airy. I saw the house in which he lived as a boy, the place where his school had stood, and other downtown and rural sites. Then, he told me to turn left to go to a long-remembered location. Suddenly I was confronted by cars headed my way. I was driving the wrong way on a one-way street!

"Well," Zach said, "it wasn't one-way in 1938!"

That confrontation of today with yesterday captured the wonderful spirit of Zachary Smith, Trustee of the Z. Smith Reynolds Foundation for more than a third of a century and, now, its first Life Trustee.

He is very much a product of the small town where he was born and where he grew to maturity, but he is a person well-planted in the reality of today with a keen eye on the future. He has traveled much of the world, been involved in the management of a major corporation and helped build an important philanthropic institution; yet always there is that sense of where we have been, how far we have come, a memory of those who have made the journey with him and who inspired and informed and developed his own special talents, and his extraordinary personality. There is always an appreciation of the value of place and people.

Zach was not a founder of the Foundation—he was a teenager at the time—but he has shaped it into what it is today as much as any who have been a part of its 68 years. Never forgotten in his work for the Foundation has been his Aunt Katharine (Mrs. R. J. Reynolds, Sr.) or the concerns for people she demonstrated long before

they were a part of organized philanthropy: day care, women's issues, and education.

The Foundation's initiative in after-school programs came about because of Zach's conviction that what he saw happen in study hall in 1930s Mount Airy could be adapted to extended day programs in the 2000s. As a college student in Chapel Hill, he was one of the group who found themselves on Sunday afternoons in the home of the legendary Frank Porter Graham, and that experience, coupled with combat in World War II as a naval officer in the Pacific, implanted in him ambitions for North Carolina and respect and concern for all of its people. All of this is tempered with the heart and spirit of a man who knows the joys and the challenges of living a good life.

How could his friends and colleagues ever think of Zach and their regard and affection for him without also thinking of his great sense of humor? Who else but Zach would tell university presidents and development officers that if they were wise, when they name buildings for donors, they would put the names on with Velcro?

It is a part of the measure of the man that he has not just been generous with other people's money. His own generosity to his alma mater and to Wake Forest University alone would have earned him a philanthropist's mantle.

His vigor today is the obvious mark of a man who has taken good care of himself, but the person that his lifetime reveals is a man who has taken good care of so many others along the way.

—Tom Lambeth



DEMOCRATIC HAND BOOK.

1898.

PREPARED BY THE
State Democratic Executive Com
of North Carolina.



RALEIGH:
BROUGHTON, PRINTERS
1898.



STATE CAPITOL - RALEIGH



Republican Hand-Book North Carolina.

REPUBLICAN STATE
EXECUTIVE COMMITTEE

1906

ISSUED BY THE
REPUBLICAN
STATE
COMMITTEE
STATE HEADQUARTERS
HURLOW HOTEL
GREENSBORO, N. C.

WOMEN MAY NOW VOTE

"The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex". (United States Constitution, Amendment 19).

This means that women, as well as men, may take part in all elections, national, state, and local, regular and special. What ever may be said to the contrary, the **women of North Carolina are eligible to vote** on equal terms with men. Provision has been made for the women to vote this year without paying poll tax.

Women are affected, in equal degree with men, by conditions of government, profiting or suffering according as the government is good or bad. Since this is so, it is clearly the duty of women to take a responsibility in their government—they should, at least, contribute their thought and the force of their vote towards making their government what they would like to have it.

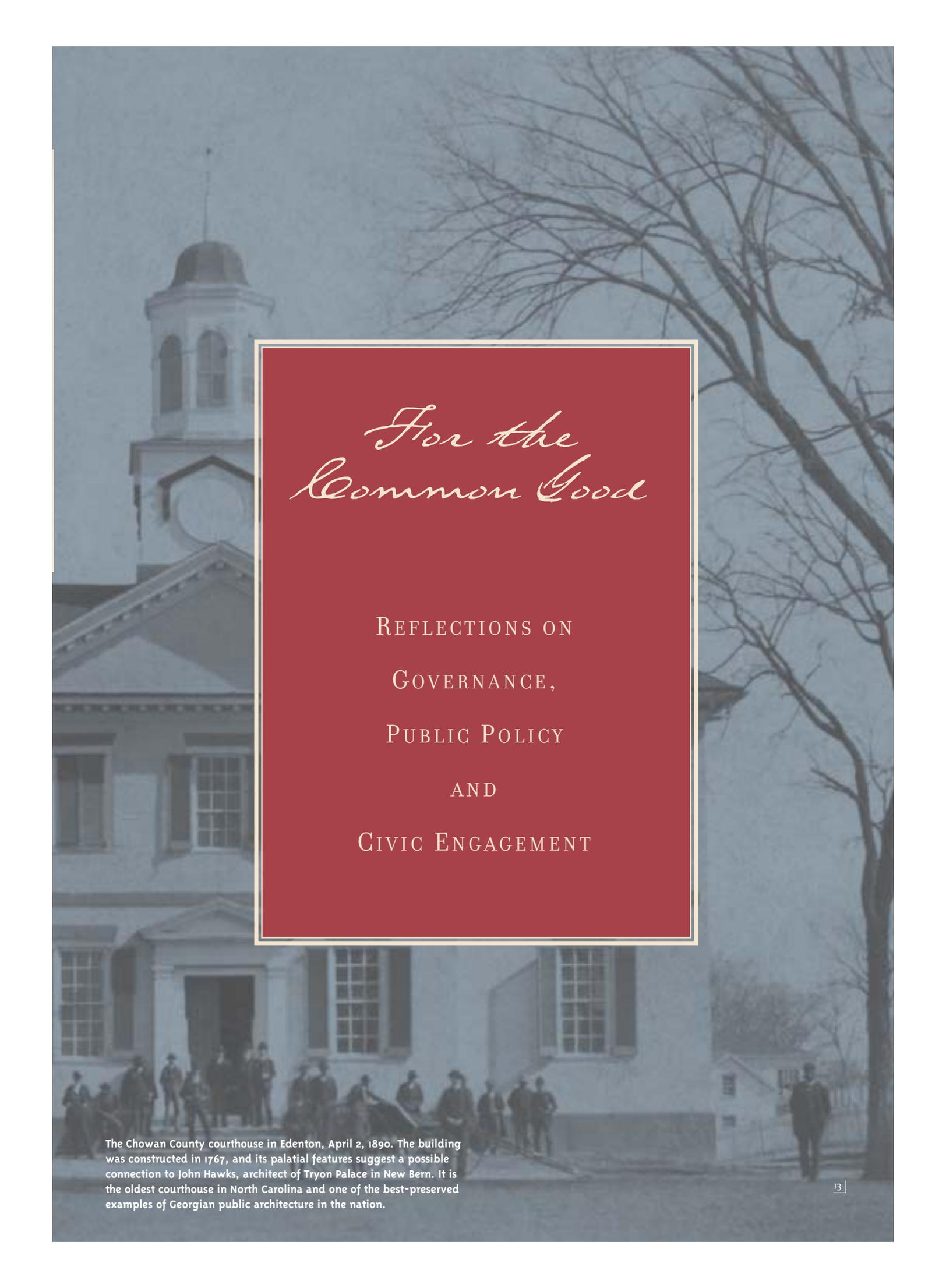
In order to vote it is necessary first to register. This may be done any day from Sept. 30 to Oct. 23 inclusive, except Sundays.

November 2nd is Election Day

All women are urged to study the issues of the present campaign, and to inform themselves as to the candidates for the various offices, national, state, county, and city. Investigate their personal and political qualifications and their stand on the issues of the campaign. Every enfranchised citizen has a solemn DUTY to VOTE. Not only that, but to VOTE INTELLIGENTLY. Let us vote, not blindly with our minds closed by political prejudice, but with our eyes and minds open to a knowledge of conditions and the ideals of good government.

NORTH CAROLINA LEAGUE OF WOMEN VOTERS
Goldsboro, N. C.

200 Chestnut St.



*For the
Common Good*

REFLECTIONS ON
GOVERNANCE,
PUBLIC POLICY
AND
CIVIC ENGAGEMENT

The Chowan County courthouse in Edenton, April 2, 1890. The building was constructed in 1767, and its palatial features suggest a possible connection to John Hawks, architect of Tryon Palace in New Bern. It is the oldest courthouse in North Carolina and one of the best-preserved examples of Georgian public architecture in the nation.



One Person, One Vote, One Boat

Bob Hall

IN A DEMOCRACY, what could be more conservative than the mission of making real the promise of "one person, one vote"? This bedrock principle calls us to recognize our neighbors as equal partners in the most basic activity that binds society together—choosing the representatives who make the laws that advance life, liberty and the pursuit of happiness. We may or may not agree with our neighbors, but to preserve a democratic republic, we want them involved. We want them educated about the issues, the workings of government, and the consequences of their choices. At the very least, we want them to be informed voters, and we want their votes and their voices treated with respect.

Fulfilling this mandate for citizen involvement, equal rights, and increased voter participation does more than conserve democracy. It produces material benefits for society and challenges a contrary tradition that has weakened North Carolina's political culture for 200-plus years.

The benefits include a measurable improvement in the quality of life for average citizens. A "Democracy Index" I compiled several years ago shows that the states with the highest voter participation in elections enjoy better paying jobs, a fairer tax system, and a smaller income gap between the rich and the poor. Those states also have a lower crime rate, lower high school dropout rate, and higher potential for their citizens to reach old age.

Iowa and Maine, for example, rank among the top 10 states for voter-turnout and also rank in the top 10 for most of the social and economic factors listed above. By contrast, North Carolina ranks among the worst 10 states

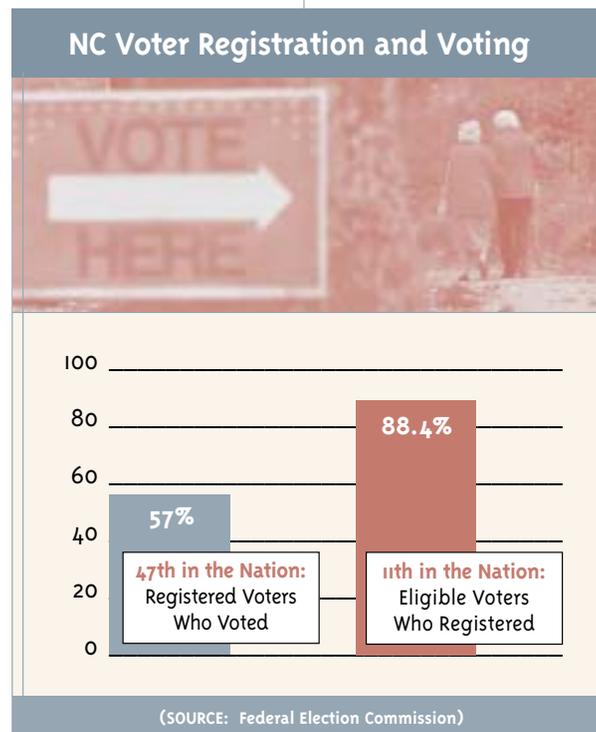
for voter turnout in the past six presidential elections, and it is in the bottom tier of states for high school dropouts, the income gap between haves and have-nots, and the use of regressive taxes. North Carolina is actually richer, in terms of per-household income, than Iowa or Maine. But the gaps here, as in most other low voter-turnout states, are much bigger between rich and poor, educated and uneducated, white and non-white.

Common sense also says that when more people elect a state's or a community's leaders, the politicians who promote policies that only favor the few will be punished. But if large numbers of people do not participate, important issues are easily side-stepped and policies get enacted that hurt those least inclined to vote.

The "Democracy Index" found that young people especially suffer in a climate of low civic participation. Teenagers of all races in low voter-turnout states like North Carolina are more likely to drop out of school, be unemployed, commit crime, or get pregnant—yet these same states put

the least resources into public schools compared to their spending for prisons. There's a vicious cycle of disadvantaged youth becoming disengaged, non-voting adults, which allows states to continue making education and income equity a low priority.

People in the middle, between rich and poor, also pay the price for lower graduation rates, higher public health bills, distorted tax systems, more crime, and the lost potential of talented children. It's in their self-interest, too, to have more people become investors in the community and participants in politics. Resources, natural and





human, are valued more and better protected. Bottom line: the payoff for increasing voter participation can be measured in dollars and cents.

We have a rich tradition of citizen activism in North Carolina, but our culture is marked by a history that once defined a black person as three-fifths of a whole and limited the vote to white men with property. Today, whether manifested through exclusive clubs or the good ol' boy system, this oppression remains an anti-democratic tradition that apportion rights and privileges according to race, wealth, and gender. We should know by now that we cannot build a healthy government, school system, or economy on such a simple-minded philosophy.

It's been a hard lesson to learn. After the collapse of the Old South, a promising period of biracial populism championed universal public education, taxed railroad assets, and pushed voter turnout figures as high as those in the North. But by 1900, the propertied elite, cloaked in a white

supremacist philosophy, regained control in North Carolina through violence and ushered in a period of Jim Crow disenfranchisement and humiliation for blacks and many poor whites. A mere 42 years ago, a hotel that hosted political conventions in Raleigh and served as the after-hours home for the all-white legislature refused to allow integrated conferences.

Much good has happened in just a few decades, but we should not be surprised that the legacy of offering second-class citizenship and inferior education brings with it civic complacency, cynicism and shallow campaigns. Most working-class whites and blacks view politics as something for other people, as beyond their influence. Political bosses feel threatened by reforms that might expand voter participation, encourage political debate, or end "winner-takes-all" elections. Money is not just "the mother's milk of politics"—it has become the defining factor in who wins,

who has access to the winners, and who shapes the parameters of public policy debate.

We urgently need to cultivate a political culture in North Carolina that values people's participation more than donors' dollars. In a mere 50 years, a majority of our state's residents will be people of color. We must work harder to embrace a philosophy that recognizes every neighbor as an equal partner in community development, rather than as a competitor or a threat. We need grassroots civic training programs that connect our self-centered instinct for survival to the importance of multi-racial collaboration and take responsibility for our government.

We need to expose the barriers to open, honest and accountable government, but we also need a message about the benefits of civic enterprise delivered through many forums—the schoolroom, workplace, house of worship, and TV news shows. (When was the last time you read a news article about the positive work of a gov-

ernment agency?) We need reforms, such as Same-Day Registration and Instant Runoff Voting, that pull more people into the political process, as well as public-financing, the voter-owned elections program that rescues candidates from the money chase and allows a broader range of citizens to serve in public office.

The challenges we face today, and tomorrow, mean we must live out the fundamental truth that we are all equals—"one person, one vote." This is the cornerstone principle upon which we can build a future. Our destinies are inextricably linked together, here in North Carolina and across the globe. We are all citizens of the world, traveling in the same small boat together.



Bob Hall is co-director of Democracy North Carolina, a non-partisan research and education center focusing on campaign finance reform and voting rights.

Troubling Numbers: A Civics Index

- ★ Percent of voting-age adults in North Carolina who did **not** vote in last presidential elections: 50.4%
- ★ Rank of North Carolina among the 50 states for voter-turnout, 1980 to 2000 (1st is best): 44th
- ★ Number of adult citizens in North Carolina who are not registered to vote: 1 million
- ★ Amount raised by winning N.C. gubernatorial candidate, spread over 4 years: \$51,000 a week
- ★ Percent of campaign funds supplied in state-level elections by wealthiest 1% of N.C. population: . . 90%

(SOURCE: Democracy North Carolina)



What is Happening to Our Citizen Legislature?

Willis P. Whichard

THE MODERN NORTH CAROLINA state legislator is heir to a distinguished heritage that has evolved through several centuries in the life of our state. The first legislative assembly in North Carolina met under a

large oak on a wooded knoll in Pasquotank County in 1665. During its first 100 years, the legislative branch had very little authority, its acts being subject to veto by both the crown and the Royal Governor. It then acquired extensive powers which it retained for approximately two-thirds of a century. During those years it elected all other state officials and rather fully controlled the government of the state. Thereafter, the executive branch was strengthened, and the two branches have since observed a more or less balanced separation of powers.

Article II, section 1, of the Constitution of North Carolina provides that "[t]he legislative power of the State shall be vested in the General Assembly, which shall consist of a Senate and a House of Representatives." The Constitution then specifies the number of senators (50) and representatives (120), the method of districting, the qualifications for and the terms of office, the officers and procedures of each house, and the powers of and limitations on the legislative branch. The members of the General Assembly frequently are reminded of the necessity of adhering to the fundamental law as set forth in the Constitution—if not by their own leaders in committee or floor debate, then sub-

sequently by the judicial branch. For while legislative powers and prerogatives are extensive, their exercise must comport with the bounds of constitutional tolerance.

During my legislative service in the 1970s, a national survey ranked the North Carolina General Assembly 47

among the 50 state legislatures in effectiveness. When my constituents asked me to comment on this, I generally replied, facetiously, that the survey was conducted before I became a legislator and obviously my presence in the General Assembly should improve our standing considerably.

In a serious vein, though, I believe those who conducted the survey held a fundamentally different philosophy from the one always adhered to in North Carolina. It is evident that they gave the highest rankings to "professional legislatures"—that is, those that meet virtually year-round, pay their members a living wage, and have substantial support personnel.

In North Carolina, by contrast, we have always had an "amateur legislature." Until the last 30 years, the legislature met only once every two years for roughly four to six months; its members served at a genuine financial sacrifice; and support personnel were at a minimum. The past three decades have produced an evolution toward a more professional legislature. The General Assembly now meets every year for approximately six months or more. Even when not in session, legislators spend considerable time in study commissions and on other legislative business. Many





What is a legislature? Does North Carolina have a citizen legislature? Does it matter? Despite a plethora of opinions on the subject, the General Assembly has engaged in too little intentional deliberation about what it should be and how it should get there. As a result, at least five markers indicate that North Carolina is moving toward a full-time legislature.

- ✧ Longer sessions
- ✧ More special sessions to deal with issues that arise when the legislature is out of session
- ✧ More study commissions convening between sessions
- ✧ Appropriations committees meeting between the two most recent sessions
- ✧ Special investigative committees taking on a life of their own both during and between sessions

At present, there is decision by drift, with evolution toward a legislature that is increasingly full-time, but with compensation lagging at the part-time level because raising legislative pay is too difficult politically.

(SOURCE: North Carolina Center for Public Policy Research)

current members of the General Assembly certainly would consider the position a full-time one.

If it is a full-time position, however, it remains one with part-time pay. This gives rise to the legitimate concern that we may be evolving toward a legislature in which participation is limited to four categories of citizens: (1) retired people with pension income; (2) people of independent wealth or supported by a spouse or a deceased spouse's estate; (3) corporate employees whose employers want them there for a corporate purpose; and (4) business owners whose companies both function and support them adequately despite their limited presence. There is nothing wrong with persons in any of these categories serving. However, there is something wrong—or at least counter to long-held North Carolina value—if service is restricted, in practical effect, to citizens who fit these profiles. As this is written, an able, six-term senator has just resigned because, with children soon headed for college, he could no longer afford to serve.

The one criticism in the previously mentioned national survey that had substantial validity was that our legislature lacked adequate support personnel, thus rendering legislators overly dependent on executive branch personnel and lobbyists. That has been at least largely remedied; in its rel-

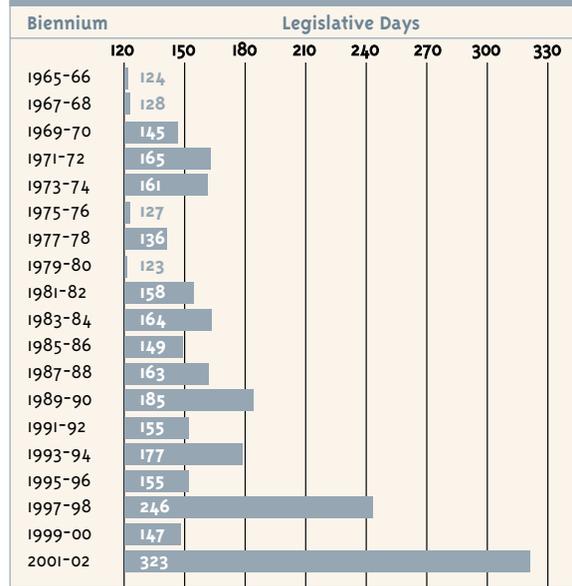
atively recent history, the General Assembly has considerably enhanced its support personnel, better enabling legislators to obtain sufficient information and technical assistance. Legitimate concern lingers, however, that long sessions combined with small salaries may soon render any remaining vestige of a true citizen legislature extinct.

Governor Zebulon Vance once described North Carolinians as a people of sober second thought who move cautiously but always forward. That description will be severely tested as modern-day North Carolinians determine whether a long-held value—that of having legislative representation by citizens who must spend some significant portion of their time walking among ordinary people—merits preservation.



The author, Dean and Professor of Law at Campbell University, served in the North Carolina House of Representatives from 1970-1974 and in the North Carolina Senate from 1974-1980. He has drawn in part here on his article, "The Legislature and the Legislator in North Carolina," *Popular Government*, Spring 1975.

NC General Assembly: Session Lengths



(SOURCE: North Carolina Center for Public Policy Research)



Transferring Momentum Into Progress

Chris Heagarty

ASK PEOPLE TO NAME the most pressing problem facing the state, and few will mention campaign finance reform over jobs, education, or the environment. But ask them whether they believe campaign

reform is important and should be a governmental priority, and support is strong. Show the same people how money in politics influences all of these other issues, and support becomes overwhelming.

North Carolinians have been buffeted by the wake of recent scandals in political campaigns and unseemly special interest influence over government. They have responded by demanding greater accountability from their government leaders, less influence by wealthy special interests, and more inclusive practices in voting and running for office.

Nationally, high profile corporate scandals helped build a sense of urgency for reform when citizens saw retirement accounts bankrupted and wondered how the government let it happen. This fueled support for the Bipartisan Campaign Reform Act (BCRA), commonly known as McCain-Feingold, which will limit national political fundraising loopholes and crack down on sham issue-advertising, such as the "Farmers for Fairness" advertising that influenced North Carolina's elections in the late 1990s. Upheld by the US

Supreme Court this year in *McConnell v. FEC*, BCRA will make a real difference in our state elections and may help restore fair and reasonable state campaign laws that were previously struck down by the courts.

In addition to the welcome changes going into effect

for 2004 under BCRA, North Carolina responded to local problems to produce further momentum for reform.

On the state level, North Carolina's reputation for clean elections was tainted by fraud and campaign finance law convictions resulting from violations during the 2000 election. An already cynical public came dangerously close to losing faith in the democratic process, but eventually chose instead to work toward constructive solutions.

In 2002-03, North Carolinians helped channel this demand for reform into several positive changes that will be

implemented for the first time in the 2004 elections.

North Carolina recently was labeled the "epicenter of Judicial Campaign reform" by American Bar Association leaders for its new public financing program for appellate judicial elections. This one-of-a-kind program is being held up as a model by other state governments looking to reduce the influence of money and politics in judicial elections. The new public financing program will allow appellate judicial candidates to voluntarily opt into a sys-

CERTIFICATE OF PERMANENT REGISTRATION.
(See Chapter 167, Section 6, Public Laws 1981.)

I, A. E. Olanstead, Registrar for
Raleigh Township, 2 3 Precinct
(or ward) of Wake County, do hereby certify
that on this day 18 of Oct 1902
Bo Free race of Wake County,
Raleigh Township, 2 3 Precinct
(or ward), age 44 years, took and subscribed the oath required by law
and has this day been registered on the Permanent Roll as a voter in said
township, ward or precinct, in accordance with section four, Article VI of the
Constitution of North Carolina.

This the 18 day of Oct 1902
A. E. Olanstead Registrar.

NORTH CAROLINA.
Wake County.

I, W. M. Reuss
Clerk of the Superior Court of the aforesaid county, do hereby certify
that the foregoing certificate is in due form, and that the signature of said
A. E. Olanstead, Registrar of said precinct
(ward or township), is in his own proper handwriting.

Witness my hand and official seal, this the 18
day of October 1902
W. M. Reuss
Clerk of the Superior Court
By V. R. Roper, deputy clerk

POPE HOUSE MUSEUM FOUNDATION



tem where, if they agree to limit their campaign fundraising and agree to spending limits, and if they can demonstrate a sufficient level of public support by raising small contributions from many state voters, they can qualify for public funds to help them run their campaigns, eliminating the need to solicit large donations from special interest groups or big-money contributors.

The new program also will create a voter's guide to provide useful information about judicial candidates. The voter's guide will answer a strong demand by North Carolina voters for more information about candidates, so voters can make better informed decisions. It also will help the candidates share their qualifications and reasons for running with voters through a means other than expensive campaigning.

North Carolinians helped channel the demand for reform into several positive changes that will be implemented for the first time in the 2004 elections.

And for the first time, all of the state's judicial races will be held on a nonpartisan ballot. In a time when institutional and political conflicts between the courts and other branches of government have created a divisive atmosphere, this measure should discourage the partisan rhetoric that fuels the flames of incivility and attack-politics. By helping reduce partisan political influence over judicial elections, North Carolina may help heal recent partisan wounds.

This progress was brought about by North Carolinians from diverse backgrounds and different political interests. A coalition of individuals and institutions, led by such organizations as Common Cause North Carolina, Democracy North Carolina, the League of Women Voters of North Carolina, and the NC Center for Voter Education, helped unite business professionals, social activists, legal professionals, and everyday citizens into a movement demanding a more level political playing field and protections against electoral abuse by powerful special interest groups.

Transforming the outrage created by scandal and abuse of our election laws into a coordinated plan for reform, these groups engaged the public and opinion leaders in

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U.S. Senator John McCain (R-AZ)

The following excerpt is from a news conference on Judicial Campaign Reform sponsored by North Carolina Center for Voter Education

On North Carolina's Judicial Campaign Reform Act:

Now the battle for reform shifts from the federal elections to the state level, and we'll continue this fight for campaign finance reform throughout America. I'm very much in favor of this Judicial Campaign Reform Act. You will see efforts in other states throughout this country to enact the same. I think this can be the model here, and I am strongly in support of it, and I hope we can get the kind of support throughout the state of North Carolina that it deserves.

On why public funding is important:

This provision [for optional public funding for judicial campaigns] in the law in North Carolina is important because poll after poll shows us that the method of selecting judges and members of the judiciary in some states is not only highly suspect but in some does not have the confidence of the voter and the citizens. If the citizens lose confidence in their ability to get a fair hearing in a court of law, because of the way judges are selected, it will be a fundamental breakdown in our democratic system.

On the value of the Judicial Voter Guide:

I believe that if you are going to have the election of judges, you ought to make sure that there is enough process in place to make sure that the voters are informed. An important part of this law is that there will be information put out, at public expense, as to what the background and qualification of those judicial candidates are. This is not a perfect solution, but it is certainly better than the status quo.



[Continued from page 19]

debate—not about whether they should act on these problems, but rather how to act on them. Through collaborative processes they reached out to diverse constituencies to unite them behind a common goal.

2004 will be the first time the major provisions of the Judicial Campaign Reform Act will be used in a statewide campaign. If successful, campaign reforms such as the judicial public financing program will be a model for other states, and could also be seen as a model for campaign reform for other state and local offices in North Carolina. Already, proposals for letting municipal governments create their own public financing system for local elections are gaining traction around the state, and citizens are tak-

ing a more active interest in reforming other areas of the political process.

There will always be roadblocks the first time major reforms are implemented, and citizens will need to evaluate them and decide if improvements are needed, but the magnitude of the progress made in North Carolina towards better elections should not be underestimated. With an active effort to keep citizens focused on the importance of this movement, public momentum can continue and overcome any obstacles ahead.



Chris Heagarty is executive director of the NC Center for Voter Education, a nonpartisan organization dedicated to improving the election system through public education and research.



Bill Moyers

Moyers is a former White House staffer and noted documentary producer. The following excerpt is from a speech given by Moyers at an event sponsored by North Carolina Center for Voter Education.

Cost of elections is out of control

You would think that a rich, dynamic democracy with the most powerful economy ever would be putting its house in order—making sure we leave our children not only a prosperous society but also a good society. But the power of money has a stranglehold on democracy. A series of political decisions and court rulings over the years has placed the cost of elections beyond the means of all but a handful of private individuals. The cost of elections is out of control. Politics has become an arms race, with money doing the work of missiles.

Money makes a mockery of democracy

When I say that government “of, by and for the people” is the soul of democracy, I mean it embodies two bedrock ideas that animate our political system. One is *representation*. We Americans believe our best chance of governing ourselves lies in obtaining the best judgment of those we elect to represent us. Having cast our votes, we go on with our lives expecting those officials to weigh the competing interests and decide to the best of their ability what is right for the country. That’s why Thomas Jefferson said, “Of all the mischiefs, none is so afflicting and fatal to every honest hope as the corruption of the legislature.”

The second idea is *political equality*. Franklin Delano Roosevelt put it succinctly in 1936 when he said that “inside the polling booth, every American man and woman stands as the equal to every other American man and woman. There they have no superiors; there they have no masters, save their own minds and their own consciences.” This political equality in choosing the people who represent us, and our faith in their ability to arrive at what’s good for the nation, enables us to describe democracy as the “rule of the ruled.” For this, Americans of all stripes have sacrificed, strived, suffered, and died, in the belief that democracy should afford political equality to every citizen. The arms race of money overwhelms that fact and makes a mockery of democracy.



You Cannot Undo a Wrongful Execution

David Neal

IN THE SPRING OF 2003, the North Carolina Senate voted to halt executions in North Carolina while the General Assembly studies various problems with the current administration of the death penalty. This 29 to 21 vote in the Senate came as a surprise to those who had not been following the controversy surrounding the death penalty. With countless other challenges facing our state (massive budget shortfalls, unprecedented loss of manufacturing jobs and redistricting, just to name a few), what gave rise to this historic vote – the first of its kind in the South – on such a controversial issue?

All but one of the Senators who spoke in favor of the bill voiced their support for the death penalty in principle but had deep concerns about how that punishment is being put into practice. The number one concern is the all-too-real fear of executing the innocent. Two recently resolved cases have highlighted the potential for this kind of deadly mistake – Alan Gell and Darryl Hunt.

Alan Gell spent nine years behind bars – more than four of them on death row – awaiting execution for a 1995 murder in Bertie County. In 2002 a judge ordered a new trial because lawyers from the State Attorney General's office, which prosecuted the case, had withheld compelling evidence of Gell's innocence. Seventeen witnesses said they saw the victim alive well after the only time Gell could have committed the murder. Nearly all of those statements, along with an audiotape showing that a key witness planned to frame Gell, were not shared with the defense during Gell's trial, and he was sentenced to death.

Forensic experts now agree the victim died at a time when Gell was incarcerated and, therefore, he could not have committed the murder. The State, however, continued to seek Gell's execution even after the evidence of his innocence was revealed. In his second trial, the jury deliberated for less than three hours before finding Gell not guilty.

Darryl Hunt was tried and convicted twice of the 1984 rape and murder of Deborah Sykes in Winston-Salem. In his first trial, the State sought the death penalty but the jury sentenced him to life. In 1994, scientific advances allowed for DNA testing of evidence that revealed the DNA of the rapist did not match Hunt's. In light of this new evi-

dence, the District Attorney's office changed its theory of the case, contending that a heretofore unmentioned and unidentified "accomplice" committed the rape and Hunt committed the murder. The courts agreed with the State's revised theory, and Hunt remained in prison, consistently maintaining his innocence.

In December 2003, shortly after the *Winston-Salem Journal* published an eight-part series on the case, the DNA from the crime scene finally was run through the State DNA database and a match was found. A man who had been identified in a similar rape a few months after Sykes' murder was arrested. He confessed to having committed the rape and murder alone and apologized to Hunt and to the victim's family. Hunt was exonerated and formally pardoned by the Governor in the spring of 2004.

In both instances, prosecutors fought to uphold the original convictions even after evidence of the defendants' innocence had come to light. Had Darryl Hunt, who spent almost 20 years in prison, received the death penalty, which prosecutors sought, he could have been executed before his lawyers were able to exonerate him. Hunt had already exhausted his appellate options before the actual perpetrator was found.

What these cases and the cases of Charles Munsey, Timothy Hennis, Alferd Rivera and more than 100 other similar cases of death row exonerations around the country have to teach us about our system of criminal justice in North Carolina is not fully known. A moratorium would halt executions for two years and allow the General Assembly the time to examine some of the common problems that led to Gell's and Hunt's wrongful convictions: police and prosecutorial misconduct, the unreliability of eyewitness testimony, the occurrence of false testimony from informants or co-defendants receiving favorable plea bargains, and inadequate lawyers appointed by the State to represent indigent defendants. Wrongful convictions not only robbed Gell and Hunt of a combined 29 years of their lives, but allowed the real killers to go free; caused an additional burden on the victims' families; and eroded the public's confidence in our criminal justice system.

The risk of executing the innocent is the starkest example of unfairness in the administration of capital punish-

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ment in North Carolina. Other reasons cited by Senators for their vote in favor of the moratorium included racial discrimination, arbitrariness, and the alarming number of cases in which inadequate attorneys were appointed to represent people who received death sentences.

A thorough study of death sentences and murder convictions conducted by researchers at UNC-CH revealed that race still plays a large role in who is sentenced to death in our state. The study found that, all other things being equal, a person's odds of getting the death penalty increase 3.5 times when he is convicted of killing a white victim. The results of the UNC-CH study are suggested by a review of the race of the victims of the 31 people executed in North Carolina since the death penalty was reinstated in 1977: more than 80 percent of the victims of those executed were white, while only about 40 percent of North Carolina homicide victims overall are white. The U.S. Supreme Court ruled in 1987 that statistical evidence proving racial discrimination in death sentencing is not admissible to prove discrimination in any individual case, leaving the problem of dealing with documented racial disparities in death sentencing to state legislators.

Even when racial discrimination can be demonstrated in individual cases, the courts do not regularly grant relief to individuals on death row. Kenneth Rouse is an African-American man who was sentenced to death in Randolph County by an all-white jury. One of its members was an admitted racist who believes that "black men rape white women so they can brag to their friends" and who routinely used "the N word" to refer to African Americans. The juror admitted in a sworn affidavit that he lied in order to sit on the jury. Rouse is still on death row and near the end of his appeals process.

Another concern voiced by legislators is the arbitrariness in who gets the death penalty – an arbitrariness that takes several forms. Some counties, such as Buncombe, have much higher death sentence rates than other North Carolina communities of a similar size and makeup. Mecklenburg County has the same number of people on death row as Johnston County, a predominantly rural county with about one-seventh the population. Some defendants receive the death penalty when the circumstances of their crimes appear to be less aggravated than those who do not. From the 1970s to 1995, 71 percent of all death sentences in North Carolina were reversed at some point in the appellate process for serious error. Former

North Carolina Supreme Court Chief Justice and death penalty supporter Burley B. Mitchell, Jr. remarked a few years ago that the death penalty "[is] like being picked in a lottery... It's totally arbitrary."

The quality of counsel in capital cases has been of continuing concern; a defendant must have adequate counsel to have a chance at a fair trial. A study by the Common Sense Foundation found that one in six people currently on death row in NC was represented by lawyers who were disciplined or disbarred – although only less than one percent of attorneys are disciplined or disbarred generally. Though the Legislature has made great strides in recent years to remedy this problem for current and future cases, none of the recently enacted reforms have affected people currently on death row. The case of Ronald Frye illustrates the deadly misfortune of having an inadequate court-appointed attorney.

Ronald Frye's lawyer consumed at least 12 shots of rum per day during his client's trial and failed to present compelling, mitigating evidence that likely would have saved Frye's life. In state post-conviction review, new lawyers discovered that at age four, Ronald's mother gave away Ronald and his brother to a complete stranger in a restaurant, an alcoholic who routinely beat Ronald with a bullwhip. The scars produced by this continued abuse were so grotesque that photographs of young Ronald Frye were used as examples of child abuse in police training exercises.

When the boys finally were placed in the custody of their biological father, they endured their father's alcoholism and abuse in addition to gross neglect. They were forced to live in filth without heat or water, and had to beg for food. After the trial, at least one of Frye's jurors indicated that had he known of the extent of the abuse endured by Ronald Frye, he would not have allowed him to be sentenced to death. However, the Attorney General argued successfully that Frye's lawyer's failings did not make any difference in the outcome of Frye's trial, and Ronald Frye was executed in the fall of 2001.

For the most part, opponents of the moratorium in the Senate acknowledge that there are flaws in the administration of the death penalty that merit thorough study, but question the need for a halt to executions while that study is carried out. One Senator took up this question on the Senate floor, and answered that, "a study without a pause is really a study without conviction." He reminded his colleagues that "none of us can know which of those folks on



death row got a fair trial, fair prosecution, are fairly and accurately sentenced to the ultimate penalty: which should die and which should live.” What is known, however, is that a moratorium ensures that no innocent person – and no person who was unfairly put on death row – will be executed while the General Assembly studies the inner workings of the death penalty.

A Legislative Study Commission charged with examining racial discrimination and mental retardation in the application of the death penalty in 2000 placed the issue of a moratorium squarely before the General Assembly when it recommended a halt to executions. In the intervening

four years, public concern about the risk of executing the innocent and unfairness in the application of the death penalty has grown. Recent polls suggest that a majority of North Carolinians, when faced with some of the concerns summarized above, favor a moratorium. The State Senate has considered the issue and the moratorium it approved in 2003 will go before the North Carolina House of Representatives in 2004.



David Neal is executive director of the Fair Trial Initiative and spokesperson for the North Carolina Coalition for a Moratorium.



Clyde Edgerton

Clyde Edgerton, noted North Carolina writer, addressed a rally at the Governor's Mansion calling on the Governor and legislative leaders to support a moratorium on the death penalty, November 2003.

Enough Is Enough:

In the 1930s, 40s and 50s, concerned North Carolina citizens occasionally gathered in support of ending the dehumanizing practice of legalized racism.

We now look back on those times and see seeds of later legislative and judicial victories that eliminated a legal but wrong system...Our own children and their children, looking back in many many years to the fall of 2003 and the spring of 2004, will see that people for and against the death penalty said enough is enough—we should and must not live with this unfairness.

We Turn Our Eye:

Is it okay for the playing field to be uneven in traffic court? No. But we're able to turn our eye.

Is it okay for the playing field to be uneven in divorce court? No. But we're able to turn our eye.

Is it okay for the playing field to be uneven in capital cases? No. It is not okay. And we turn our eye at the risk of embracing immorality. Our system of unfair executions will be remembered in one hundred and fifty years as we today remember slavery.

America Stands Alone:

A moratorium makes sense for practical reasons—we need support from the citizens of other nations. As we know, we stand alone as the one remaining great western nation that grants itself the right to take human life in the name of justice—and a North Carolina moratorium will be received in other nations with favor toward, and faith in the American citizens of North Carolina.

The “Old North State” has been able to devise equitable distribution systems of human organs for transplant—an even playing field for the extending of life where life would otherwise end. But in this business of executions we systematically ensure the survival of the fittest: the whitest, the richest. That's not fair. That is wrong.



Good Government Requires Civic Participation

Linda McGee

CIVIC INVOLVEMENT, or the more current term of civic engagement, has a formal definition as “the functioning, integration, and development of a civilized community, involving common public activities and interests of our citizens.” In essence, civic involvement is a necessary function that ensures our community needs are met. Without civic engagement, traditional concerns of the community move to the back burner, rather than being in the mainstream of our public policy.

One way to inspire civic participation is through knowledge. Thus, we must place greater emphasis on civic education. The *Carnegie Reporter's* Fall 2003 edition asks the question, “Does A Downturn in Civic Education Signal a Disconnect to Democracy?” The article infers a direct correlation between the reduced curricula in civics, democracy and government and the withdrawal of our young people from civic and political institutions. The article, which summarizes the results of a recent National Youth Survey, indicates that only half of 1,500 young people polled believe voting is important, and less than half believe “they can make a difference in solving community problems.”

The causes for the decline in civic interest have been well documented, and efforts such as those by the North Carolina Civic Education Consortium and others are directed at reversing these disturbing trends. Perhaps these efforts, combined with events surrounding the 2000 presidential election and 9/11, are inspiring our nation's youth to reconnect with their communities. According to the *Carnegie Reporter*, UCLA's Higher Education Research Institute reported that 32 percent of college freshmen said “keeping up with politics was either a very important or essential life goal, a jump up from 28.1 percent in 2000.” However, there is an ongoing challenge to make civic education an integral part of daily community life. Where are our children going to learn if they don't learn from us?

According to a recent survey conducted by the North Carolina Civic Education Consortium, our young people, the generation to whom we look for future governance, are disconnected from political involvement and their knowledge of government is lacking. At the same time, the survey also found that our young people are increasingly involved with their community: 73 percent volunteered for

service to their community, 49 percent boycotted a product when they found a company practice to be inimical, and 32 percent signed an Internet petition. Efforts to increase public awareness of civic responsibility at the education level should take advantage of the interest of our youth in serving their communities by demonstrating the congruence of community service and public service. We also need to make certain that community service programs are offered to all groups of young people. The survey indicates a substantial lack of civic involvement by lower income youth respondents. Thus, youth from lower income families especially need to be reached.

Equally, or perhaps more important, young people need to see democracy at work in their own families and communities. Parents and family remain the most important influence in shaping civic involvement. For instance, the survey shows that young people who reported talking about politics at home with their families had higher levels of civic knowledge and engagement. The responsibility for weaving civics education into the sturdy fiber of everyday life lies with adults and parents.

When parents are involved in community issues, attend public meetings on those issues, and bring their children into the discussion, these fortunate youth get a first-hand look at civic engagement at work in their community. Parents who take the time to publicly express their views in a civil manner provide great role models of good citizenship.

Other opportunities for civic education are readily available. The survey showed that meeting public officials has a very positive impact on the confidence of young people, their interest in voting, or their interest in government work. If we are to boost the interest of our youth in the law, and most important in the rule of law, we must share with them information about constitutional law and the way in which our courts interpret it. We need to discuss their legal rights, and also their responsibilities. Our daily newspapers are a tool for teaching such basic constitutional values as freedom of speech and freedom of the press. We can share a news story of current interest with our children and encourage them to write letters to the editor on a public issue that interests them. Perhaps we can enlist the media's help, since they are a strong force for change.



We must develop ways for our schools to serve both their civic mission, as well as their academic goals. All members of our community must share in this most important responsibility to continue to raise the public visibility, especially among policymakers, of the need for expanded civic education and civic engagement opportunities for our youth.



Judge Linda McGee practiced law in Boone for 17 years before her appointment in 1995 to the North Carolina Court of Appeals, where she now serves. She is the former chair of the North Carolina Civic Education Consortium.

Key Findings & Quick Facts of the NC Civic Education Consortium

The first **Statewide Civic Index**, released in May 2003, provides a snapshot of North Carolina's civic vitality through measures of civic attitudes, knowledge, actions, skills and opportunities. The Index reveals the results of a survey of 800 youth and 800 adults.

North Carolina youth have a high level of confidence in their civic engagement skills, but their levels of political involvement and knowledge of government are low.

- ✦ Nine out of 10 young North Carolinians are unable to correctly name both of their U.S. senators.
- ✦ Less than one-third of N.C. youth can correctly identify that the General Assembly, or legislature, is the body responsible for making the laws in North Carolina.

North Carolina youth and adults report a low level of trust in other people's motives; however, youth have a high level of trust in government and institutions.

- ✦ North Carolina youth report much more confidence in all levels of government than do North Carolina adults. Their highest reported confidence is for the military (79 percent), the federal government (62 percent), and Congress (57 percent), while they have the least confidence in large corporations (31 percent) and the news media (24 percent).
- ✦ Despite a low level of trust in the news media, North Carolina youth and adults report that their #1 source of information about government is the TV news, with school and work a distant second.

Household income is the most consistent indicator of civic knowledge and engagement; race is a secondary factor.

- ✦ North Carolina youth living in high-income households (\$75,000 and above) report greater confidence in civic skills, higher rates of volunteerism, and greater likelihood of being involved in community and political activities.
- ✦ The racial civics gap is most evident in the lack of diversity in the state's elected and appointed positions. White males still hold a disproportionate number of these positions, even though 25 percent of North Carolina's population is non-white and more than 50 percent of the population is female.
- ✦ White youth are more likely to correctly answer knowledge questions, and they express higher levels of confidence in most institutions, especially government and nonprofits. White and nonwhite youth report similar rates of volunteerism.

Youth involvement in political activities is low, but their level of volunteerism is high.

- ✦ Like youth across the nation, North Carolina youth have a low level of involvement in political activities, but high rates of volunteerism. Nearly 75 percent of the state's youth say that they have volunteered in the past year.
- ✦ Over three quarters of North Carolina youth report participation in school clubs, but 20 percent of youth say that their schools do not have student governments, which limits their exposure to political engagement.

Parents and family are the greatest influence on youth citizenship development.

- ✦ Fifty-seven percent of N.C. youth report that parents and families are the #1 influence on good citizenship, with teachers a distant second at 16 percent.
- ✦ Youth who talk about politics at home demonstrate significantly higher levels of civic engagement than youth who do not do the same. For example, these youth are more than twice as likely to report having contacted a public official (31 percent compared to 14 percent).

Meaningful classroom dialogue about current events and relevant issues positively influences youth civic knowledge, anticipated voting behavior, political engagement, and volunteerism.

- ✦ N.C. youth who are required to keep up with politics in their classes report significantly higher rates of civic and political involvement. They are nearly twice as likely to participate in political groups (28 percent vs. 16 percent); have contacted a public official (33 percent vs. 19 percent); have written a letter to a newspaper (26 percent vs. 16 percent); or have signed an email petition (41 percent vs. 22 percent).
- ✦ Youth who have applied real-life issues to their civics classes are significantly more likely to report that they have learned a lot or a fair amount from their civics classes—71 percent compared to 49 percent.



The True Nature of Our American Democracy

Edwin G. Wilson

NAPOLEON PURPORTEDLY remarked that, if you want to know what a person is really like, you should find out where he was and what he was doing when he was 20 years old. I have tried to remember myself when I was 20. I know now that in my case Napoleon was right and that most of what I am today and what I believe—for better or for worse—had already been shaped by the time I was 20.

When I was 20, for example, Franklin D. Roosevelt was president, and the indomitable Eleanor Roosevelt was First Lady. There were those who hated FDR as “that man in the White House,” a traitor to his class, and who made fun of Eleanor—but not me, and not my family. We saw the Roosevelts in heroic terms.

Friends and relatives of ours who lived on small farms got electricity for the first time as part of the New Deal’s Rural Electrification Administration (REA) program. Young men we knew went to work in the Civilian Conservation Corps (CCC)

and helped beautify the land and build roads, bridges and campgrounds. (I remember vividly my first automobile ride down the glorious Blue Ridge Parkway—a lasting monument to the Roosevelt years.) The WPA, sometimes ridiculed and sneered at by conservatives, supported actors and writers and artists and sponsored that still-wonderful set of guidebooks to the American states. Look again at the WPA Guide to North Carolina, and see how useful it still is after more than 60 years.

I learned from the Roosevelts what I still believe: that it is the primary obligation of government to help people who most need help, whoever and wherever they are, and to preserve in all its natural beauty the land they live on. The years of the New Deal were years of struggle and hardship, but they were also years of hope. “My friends,” FDR

once said, “I believe in ideals,” and many of us who heard Roosevelt believed in ideals too.

Within our own state two men symbolized for me that idealism. First, Frank Porter Graham, president of the University of North Carolina, who, in dark days of segregation and anti-intellectualism, made of Chapel Hill—more than any other campus in the South—a place of unfettered freedom and liberal optimism. It was “the University of the People,” as Charles Kuralt liked to say. Second, the president of my own alma mater, William Louis Poteat of Wake Forest, who, against odds, himself

being a devout Baptist, led the fight to prevent the state legislature from prohibiting the teaching of evolution in our public schools. Few moments of political despair were more heart-wrenching to me than when North Carolina refused to return Frank Graham to the United States Senate.

Books were important to me, too. I mention only two: one from another state, John Steinbeck’s *Grapes of Wrath* (who from my generation can forget Tom Joad:

“Wherever they’s a fight so hungry people can eat, I’ll be there.”) and, from our own state, Thomas Wolfe’s *Look Homeward Angel*, which, free from the nostalgia of the disappearing Confederacy, told in a panoramic way the story of a modern, spirited young man growing up in North Carolina, getting an education, and setting out on a career.

And in my hometown—a mill town that, like so many other North Carolina towns of the ’30s and ’40s, was blessed by enormously gifted public school teachers who understood that they were there to fulfill the great mission of a democratic society—we were blessed also by men and women of no pretension, almost forgotten now, who day after day performed “little, nameless, unremembered acts of kindness and of love.”

Like a minister I saw cross Main Street to give to—and,

*...in my hometown...
we were blessed also
by men and women
of no pretension,
almost forgotten now,
who day after day
performed “little, nameless,
unremembered acts
of kindness and of love.”*



even more important, to embrace—an old man, almost derelict, who stood on the other side of the street, hoping that somebody might take notice of him and say hello. Like a woman I knew who, every Saturday or Sunday, took enough from what little money she had to buy food and little presents for a poor family on the edge of town who lived—seven or eight of them—in a tumble-down house bare of beauty except for the light that sometimes shone in the eyes of the children. And like another white woman, who lived next to the invisible line that separated whites from blacks in a segregated town, and against bitterly prevailing customs, made friends with her black neighbors, invited them to sit-down-together meals at her house, and before she died, left word that she wanted the father in the black family to serve as a pallbearer at her funeral.

Now, after decades of growing up, I still give thanks to the legacy of Franklin and Eleanor Roosevelt, to courageous leaders like Graham and Poteat, to writers like Steinbeck and Wolfe, to public school teachers (still, for me, the most essential members of our society), and—even more—to men and women of Leaksville, Spray, and Draper who refused to allow the artificial barriers of age, race, class and gender to separate them from their neighbors, who, to use the grand words from the *Book of Common Prayer*, accepted and loved “all sorts and conditions of men.”

You must have guessed by now something of the con-

tent of my own long-held philosophy of life and of what I see to be the true nature of our American democracy. I know that some of you will differ from what I have said and that others of you are far too young to know Roosevelt or Graham or Poteat except as names in a history book.

I still believe that it is the first responsibility of government—of society—to help people who most need help and who without help will continue to suffer; to educate children; to guarantee justice; and to preserve the land.

Half a century ago Frank Porter Graham wrote these words of prayer and hope:

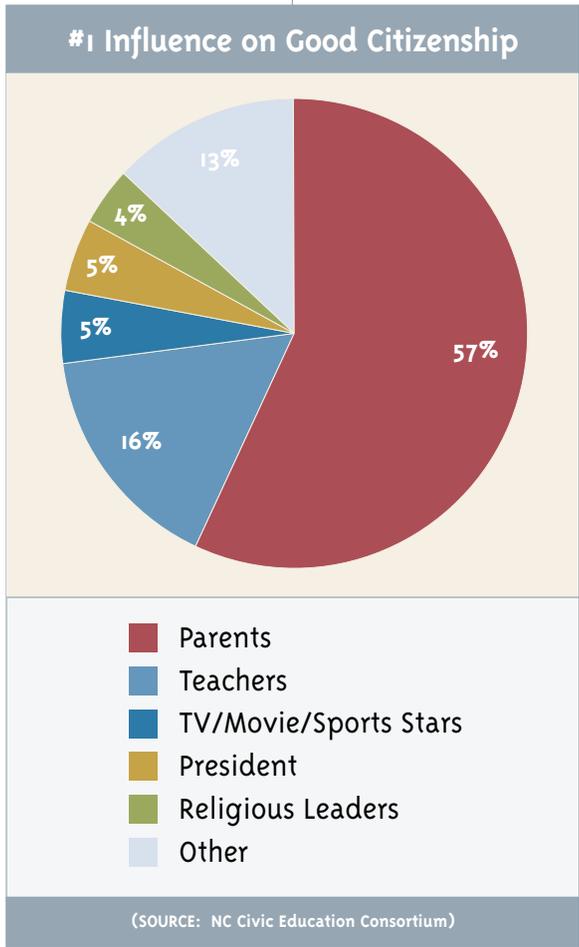
“In the love of God and man which transcends all races, colors, creeds, boundaries and curtains, and with a sense of brotherhood with all people whether across the narrow streets, across the hard tracks or across the wide seas, we would, in spite of all illusions, frustrations and fears, pray with faith (and work with patience) in the long and difficult pilgrimage of the people for peace and freedom.”

I can find no better words with which to honor

North Carolina. I, for one, would not want to live anywhere else.



Edwin C. Wilson, the provost emeritus of Wake Forest University and former chair of the North Carolina Humanities Council, delivered these remarks at the Nancy Susan Reynolds Awards luncheon November 22, 2003, in Winston-Salem.



*For the
Common Good*



**THE
FOCUS
OF OUR
GRANTMAKING**

The Z. Smith Reynolds Foundation

is a general purpose foundation created to serve the people of North Carolina. The Foundation is particularly interested in projects that accomplish systemic reform and have statewide impact. In addition, the Foundation gives special attention to low-resource regions in the state and innovative, community-based projects within the Foundation's focus areas.

The Foundation's grantmaking policies reflect the belief that organizational performance is greatly enhanced when people with different backgrounds and perspectives are engaged in an organization's activities and decision-making process. Thus, the Foundation actively seeks to promote access, equity, and inclusiveness, and to discourage discrimination based on race, creed, ethnicity, gender, age, sexual orientation, socioeconomic status, and other factors that deny the essential humanity of all people.

To accomplish its purpose, the Foundation gives special attention to certain focus areas:

- ✧ Community-Building and Economic Development
- ✧ Environment
- ✧ Governance, Public Policy, and Civic Engagement
- ✧ Pre-Collegiate Education
- ✧ Social Justice and Equity

While the listed areas are of highest priority, it is also the desire of the Foundation to serve as a catalyst for new practices and ideas and to respond to other challenges or opportunities

that are unique to North Carolina. For these reasons, the Foundation reserves the right to remain flexible in its grantmaking policies. Further, the Foundation continues to be interested in organizational development and capacity building and open to providing general operating support grants.

The Foundation does not give priority to:

- ✧ The arts
- ✧ Capital campaigns
- ✧ Computer hardware or software purchases
- ✧ Conferences, seminars, or symposiums
- ✧ Crisis intervention programs
- ✧ Fundraising events
- ✧ Historic preservation
- ✧ Local food banks
- ✧ Substance abuse treatment programs

The Foundation does not fund the following:

- ✧ Brick-and-mortar building projects or renovations, including construction materials and labor costs
- ✧ Endowment funds
- ✧ Equipment or furniture purchases
- ✧ Fraternal groups or civic clubs
- ✧ Health care initiatives (physical and mental) or medical research
- ✧ Individuals
- ✧ National or regional organizations, unless their programs specifically benefit North Carolina and all funds are spent within the state
- ✧ Organizations that are not tax-exempt
- ✧ Payment of debts
- ✧ Volunteer fire departments or emergency medical services

Grantmaking

COMMUNITY BUILDING AND ECONOMIC DEVELOPMENT

The Foundation seeks to be a supportive partner in efforts to help communities strengthen themselves and create bold new opportunities for the people who live in them. With the appropriate resources, community-led efforts can enhance the participation of the poor and the excluded in creating new economic opportunities, address community development in a changing economic context, enhance fair economic opportunities, improve race relations, and strengthen the web of relationships that increase social capital. The Foundation recognizes that central to building communities is the ability of people to work together. The Foundation is committed to race relations work—including a broad range of efforts to work across differences, to include a full range of voices in communities, to build a shared power base and to increase the understanding of white privilege. The Foundation recognizes that communities need strong organizations and community leaders as the blueprint for the future of the state.



Participants in a public meeting held by the Conservation Council of North Carolina.

WITHIN THIS CATEGORY, THE FOUNDATION SEEKS TO FUND ORGANIZATIONS AND PROJECTS THAT:

ENCOURAGE COMMUNITY ECONOMIC DEVELOPMENT

- ✧ Empower disadvantaged groups and support grassroots organizing
- ✧ Reduce financial disparities that limit opportunities
- ✧ Increase affordable housing
- ✧ Support entrepreneurship, job/business training, or strategies for self-sufficiency in low-wealth communities
- ✧ Reduce rural/urban economic disparities
- ✧ Support sustainable, diversified, and economically viable agriculture
- ✧ Encourage alternative energy systems
- ✧ Promote affordable access to technology and communications networks

STRENGTHEN COMMUNITIES

- ✧ Engage stakeholders in issues of growth, community development, and planning
- ✧ Support leadership development of disenfranchised individuals
- ✧ Encourage full participation of diverse voices in community problem-solving

IMPROVE RACE RELATIONS

- ✧ Strive to eliminate individual and institutional racism, using strategies that include anti-racism training, diversity training, or creative methods to stimulate and continue dialogue about race and ethnicity
- ✧ Address the barriers created by discrimination
- ✧ Increase an understanding of white privilege and power inequities

THE FOUNDATION DOES NOT GIVE PRIORITY TO:

- ✧ General operating support for CDCs receiving funding through the NC Community Development Initiative, which the Foundation currently supports
- ✧ Homeless shelters or other programs that primarily serve the homeless
- ✧ Programs serving the physically or developmentally disabled
- ✧ Senior citizens' programs
- ✧ Single-site business ventures
- ✧ Transitional housing

Community Building & Economic Development



Community Development Corporations are often able to help single mothers purchase a home.

COMMUNITY BUILDING & ECONOMIC DEVELOPMENT

Z. Smith Reynolds Foundation 2003 Annual Report

2003 GRANTS

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| AFFORDABLE HOUSING COALITION OF ASHEVILLE , Asheville | \$25,000 | COMMUNITY WHOLENESS VENTURE , Durham | \$20,000 |
| General operating support to provide services and advocacy on housing related issues. | | For general operating support. | |
| AFFORDABLE HOUSING GROUP OF NC , Charlotte | \$45,000 | CONCERNED CITIZENS OF TILLERY , Tillery | \$15,000 |
| For general operating support to increase affordable housing. | | To provide support for an economic development director. | |
| ALBEMARLE RESOURCE CONSERVATION AND DEVELOPMENT , Edenton | \$20,000 | CONTENTNEA DEVELOPMENT PARTNERSHIP , Snow Hill | \$25,000 |
| To help disenfranchised communities gain access to resources and leadership development. | | General operating support for housing counseling and economic development. | |
| AMERICAN FARMLAND TRUST , Graham | \$30,000 | COUNTYWIDE CDC , Leland | \$35,000 |
| For operating support to preserve farmland in NC. | | General operating support to improve housing and economic conditions for residents of Brunswick County. | |
| APPALACHIAN STATE UNIVERSITY , Boone | \$30,000 | DAVIDSON HOUSING COALITION , Davidson | \$15,000 |
| For the Women in Agriculture Project. | | General operating support to increase and sustain affordable housing in the Town of Davidson. | |
| APPALACHIAN STATE UNIVERSITY , Boone | \$15,000 | DUKE UNIVERSITY , Durham | \$50,000 |
| For the Cider Industry Planning and Development Project. | | Support for the Community Economic Development Law Clinic. | |
| APPALACHIAN SUSTAINABLE AGRICULTURE PROJECT , Marshall | \$30,000 | EBENEZER BAPTIST CHURCH , Rocky Mount | \$20,000 |
| General operating support to develop its organizational capacity. | | To support worker training and homeownership programs. | |
| CAROLINA FARM STEWARDSHIP ASSOCIATION , Pittsboro | \$85,000 | EMPOWERMENT RESOURCE CENTER , Asheville | \$25,000 |
| For two years of support to increase sustainable agriculture outreach and education efforts in NC. | | To empower economically disadvantaged people of color with information through radio broadcasting. | |
| CENTER FOR COMMUNITY ACTION , Lumberton | \$35,000 | FELLOWSHIP OF CHRIST CHURCH , Rocky Mount | \$20,000 |
| For River Way, a new ecotourism enterprise and environmental center. | | To provide job training through its Market Place project. | |
| CENTER FOR PARTICIPATORY CHANGE , Asheville | \$110,000 | FISHERIES DEVELOPMENT FOUNDATION OF NC , New Bern | \$20,000 |
| General operating support over two years to strengthen the assistance it provides to grassroots organizations in western North Carolina. | | Operating support for the Oyster Enhancement Project, the Commercial Mussel Project and the Commercial Blood Clam Project. | |
| CHARLOTTE COMMUNITIES OF SHALOM , Charlotte | \$20,000 | FOOD BANK OF NC , Raleigh | \$100,000 |
| For the Thomasboro Community Building Initiative to help resolve community issues and improve the quality of life for residents. | | To expand the Rural Enrichment Partnership. | |
| CHATHAM COUNTY PUBLIC HEALTH DEPARTMENT , Pittsboro | \$12,500 | GOOD WORK , Durham | \$40,000 |
| To implement an internal plan for dismantling racism. | | To increase financial literacy and receipts from the Earned Income Tax Credit through the Durham coalition's Money Wise Project. | |
| COLLEGETOWN , Greensboro | \$10,000 | GOOD WORK , Durham | \$25,000 |
| For a diversity immersion program for college students. | | Operating support to work with low wealth/lower income people through participatory business and entrepreneurial skills training. | |
| COLUMBUS COUNTY DREAM CENTER , Whiteville | \$35,000 | GRASSROOTS LEADERSHIP , Wilmington | \$25,000 |
| To provide homebuyer education classes, economic literacy training, and housing counseling. | | Support for the "Education, Not Incarceration: Don't Build a Jail for Me" project. | |
| COMMUNITY HOUSING DEVELOPMENT CORP. OF MOORESVILLE/SOUTH IREDELL , Mooresville | \$30,000 | GREATER WINSTON-SALEM SPONSORING COMMITTEE , Winston-Salem | \$40,000 |
| For general operating support. | | For general operating support to find common ground between diverse constituencies. | |
| COMMUNITY REINVESTMENT ASSOC. OF NC , Durham | \$175,000 | HINTON RURAL LIFE CENTER , Hayesville | \$25,000 |
| For two years of support to increase stockholder advocacy by engaging financial institutions to improve community lending, services and investments. | | To support affordable housing and economic renewal for the far west mountain region of North Carolina. | |

COMMUNITY BUILDING & ECONOMIC DEVELOPMENT

Z. Smith Reynolds Foundation 2003 Annual Report

2003 GRANTS

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| <p>HISTORIC PRESERVATION FOUNDATION OF NC, Raleigh \$15,000 Operating support for the Collaborative Neighborhood Revitalization Project in East Durham.</p> <p>HOLLISTER REACH, Hollister \$25,000 To hire community organizers for the Alternative Systems Campaign to identify landowners and business owners who are restricted by the non-permeability of the soil.</p> <p>HOMEKEEPING MORTGAGE DEFAULT COUNSELING, Greensboro \$45,000 To provide mortgage default and budget counseling.</p> <p>L.I.F.E. of NC, Greenville \$20,000 To provide expanded employment services to counties in eastern NC.</p> <p>METRO DURHAM SPONSORS, Durham \$40,000 General operating support for expansion to Raleigh.</p> <p>MICRO-ENTERPRISE LOAN PROGRAM OF WINSTON-SALEM/FORSYTH COUNTY, Winston-Salem \$25,000 General support to continue to fund micro and small business growth throughout Forsyth County.</p> <p>MITCHELL COMMUNITY COLLEGE, Statesville \$60,000 To provide education and training for unemployed and underemployed adults in the South Statesville community.</p> <p>NC COOPERATIVE EXTENSION SERVICE-STOKES COUNTY, Danbury \$25,000 To develop and strengthen the Stokes County Growers' Cooperative.</p> <p>NC FAIR SHARE EDUCATION FUND, Raleigh \$25,000 To support the People's Advocacy Institute project.</p> <p>NC MINORITY SUPPORT CENTER, Durham \$150,000 To support the growth and expansion of Generations Community Credit Union.</p> <p>NC REAL ENTERPRISES, Durham \$35,000 Operating support to train facilitators in community-based organizations to increase entrepreneurship in low-wealth communities in NC.</p> <p>NC RURAL COMMUNITIES ASSISTANCE PROJECT, Pittsboro \$40,000 For general support and assessment of water and wastewater needs in farmworker communities.</p> <p>NEIGHBORS FOR BETTER NEIGHBORHOODS, Winston-Salem \$20,000 For general operating support.</p> <p>NEW LIFE COMMUNITY DEVELOPMENT CORP., Roper \$20,000 For development of a community entrepreneurship program and support of community development activities.</p> <p>NEW RIVER COMMUNITY PARTNERS, Sparta \$8,000 To support economic development efforts via the organization of the Sparta Teapot Museum.</p> <p>NORTHWEST ALLIANCE COMMUNITY DEVELOPMENT CORP., North Wilkesboro \$27,000 General support to expand economic, educational, and human resource opportunities for communities in Northwest NC.</p> | <p>PANTEGO AREA COMMUNITY DEVELOPERS, Pantego \$20,000 General operating support.</p> <p>PARTNERSHIP PROJECT, Greensboro \$50,000 Support for the Institutional Dimensions of Racial and Ethnic Disparities in Health Care project.</p> <p>QUALITY OF LIFE ASSOC. OF HERTFORD COUNTY, Murfreesboro \$30,000 General operating support for affordable housing efforts.</p> <p>RANDOLPH ARTS GUILD, Asheboro \$11,000 For support of the CommonVisions project to address specific community needs across cultural/racial/generational lines.</p> <p>ROANOKE ECONOMIC DEVELOPMENT, Rich Square \$75,000 For the Rowan Chowan Partners for Progress 2003-2004 Action Plan Phase II.</p> <p>RURAL ADVANCEMENT FOUNDATION INTERNATIONAL-USA, Pittsboro \$50,000 To support the On-Farm Research and Contract Agriculture Reform programs.</p> <p>SOUTHSIDE COMMUNITY DEVELOPMENT CORPORATION, Winston-Salem \$25,000 For general operating support to increase homeownership.</p> <p>TRIANGLE I COUNCIL OF GOVERNMENTS, Research Triangle Park \$35,000 To increase housing opportunities in the Triangle for low-income residents.</p> <p>TYRRELL COUNTY COMMUNITY DEVELOPMENT CORPORATION, Columbia \$25,000 For the Rural Sustainable Development Program.</p> <p>WEAVER COMMUNITY HOUSING ASSOCIATION, Carrboro \$15,000 General operating support to promote and create cooperative housing.</p> <p>WILMINGTON AREA REBUILDING MINISTRY, Wilmington \$20,000 General support to add staff.</p> <p>WINSTON-SALEM FOUNDATION, Winston-Salem \$500,000 For two years of support for the Millennium Fund to assist with downtown revitalization efforts.</p> <p>WORLD TRADE FOUNDATION FOR NC, Raleigh \$40,000 To promote economic development in rural NC.</p> <p>YADKIN-PEE DEE LAKES PROJECT, Badin \$15,000 To expand the NC Heritage and Cultural Tourism Leadership Training Program.</p> <p>YELLOW CREEK BOTANICAL INSTITUTE, Robbinsville \$45,000 To enhance community and economic development in Southern Appalachia through the sustainable use of botanical resources.</p> <p>TOTAL COMMUNITY-BUILDING AND ECONOMIC DEVELOPMENT \$2,743,500</p> |
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ENVIRONMENT

The Z. Smith Reynolds Foundation believes that people and place are intricately connected and that the quality of life and health of North Carolinians depends on strong stewardship of the environment.

The goals of Foundation funding in this area are to preserve, protect, and improve North Carolina's diverse and precious natural areas; prevent irreversible damage to the environment; and to advocate for environmental justice. Additionally, the Foundation believes that environmental education is a key component to ensuring that such goals can be accomplished.

Environment



Volunteers prepare to plant grass that will help prevent erosion.

WITHIN THIS CATEGORY, THE FOUNDATION SEEKS TO FUND ORGANIZATIONS AND PROJECTS THAT:

PROVIDE EDUCATION AND OUTREACH

- ✧ Promote public awareness of environmental stewardship and growth management through education of the general public
- ✧ Create and implement environmental education curricula and programs for young people
- ✧ Encourage a diverse array of people and interests to participate in addressing environmental concerns

PRESERVE, PROTECT, AND IMPROVE

- ✧ Preserve, protect, and advocate for North Carolina's natural assets including, but not limited to, clean air, clean water, green space, forests, coastal and wetland habitats, and farmland
- ✧ Support sustainable agriculture and business methods that are not destructive to the land, air, or water and, therefore, to our food and the health of our people
- ✧ Promote renewables, recycling, and the reduction of waste (including toxins)
- ✧ Develop and/or advocate for alternative energy sources and transportation methods that cause less destruction of natural resources

EMPLOY ADVOCACY METHODS AND ENCOURAGE PUBLIC POLICY CHANGES

- ✧ Support the development and enforcement of sound public policies to preserve and protect North Carolina's environment through established networks and grassroots efforts
- ✧ Bring diverse constituencies together to advocate for environmental justice, particularly as it affects populations whose voices are often unheard
- ✧ Assist local, regional, and statewide efforts to create, develop, and advocate for growth management plans and tools

THE FOUNDATION DOES NOT GIVE PRIORITY TO:

- ✧ Academic research
- ✧ Land purchases
- ✧ Animal species preservation or rehabilitation



Efforts to restore wetlands and stabilize water-front areas rely heavily upon volunteers.

ENVIRONMENT

Z. Smith Reynolds Foundation 2003 Annual Report

2003 GRANTS

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|---|----------|--|----------|
| AGRICULTURAL RESOURCES CENTER , Raleigh | \$50,000 | CONSERVATION TRUST FOR NC , Raleigh | \$40,000 |
| General operating support over two years for pesticide reduction efforts. | | General operating support for capacity building. | |
| AMERICAN RIVERS , Washington, DC | \$25,000 | DOGWOOD ALLIANCE , Asheville | \$25,000 |
| To support efforts to protect and restore water sources in NC. | | To support advocacy work in NC to reduce the demand for forest products. | |
| AMERICAN WHITewater AFFILIATION , Silver Spring | \$20,000 | EARTH SHARE OF NC , Durham | \$40,000 |
| To support restoration of whitewater rivers in far western NC. | | General operating support for its workplace solicitation efforts. | |
| APPALACHIAN VOICES , Boone | \$25,000 | ENVIRONMENTAL EDUCATION FUND , Raleigh | \$35,000 |
| To strengthen NC's commitment to clean air. | | For general operating support. | |
| BLUE RIDGE RURAL LAND TRUST , Boone | \$15,000 | ENVIRONMENTAL EDUCATION FUND , Raleigh | \$10,000 |
| For operating support. | | For development of the "It's Our Water" earth/environmental science curriculum. | |
| CAPE FEAR RIVER WATCH , Wilmington | \$15,000 | FOOTHILLS CONSERVANCY OF NC , Morganton | \$35,000 |
| To protect and improve the water quality of the lower Cape Fear River basin. | | For general operating support. | |
| CATAWBA COLLEGE , Salisbury | \$20,000 | FOREST TRUST , Santa Fe, NM | \$25,000 |
| To educate the residents of Rowan and surrounding counties about air pollution. | | To support the Forest Stewards Guild's work in NC. | |
| CENTRAL CAROLINA COMMUNITY COLLEGE , Sanford | \$20,000 | HIWASSEE RIVER WATERSHED COALITION , Hayesville | \$25,000 |
| For the "Plot of Gold" sustainable agriculture curriculum. | | To support water quality improvements throughout the upper Hiwassee River basin. | |
| CLEAN WATER FOR NC , Asheville | \$20,000 | HIGH COUNTRY CONSERVANCY , Boone | \$15,000 |
| For general operating support. | | To initiate Host of the High Country Giving Program. | |
| CONCERNED CITIZENS OF TILLERY , Tillery | \$18,000 | INSTITUTE OF CULTURAL AFFAIRS , Greensboro | \$25,000 |
| To support strategic planning for the NC Environmental Justice Network. | | To create a demonstration of sustainable development as a model for communities across NC. | |
| CONSERVATION COUNCIL OF NORTH CAROLINA FOUNDATION , Raleigh | \$20,000 | LEGAL AID OF NC-RALEIGH , Raleigh | \$40,000 |
| General operating support. | | For the Environmental Poverty Law project. | |



ENVIRONMENT

Z. Smith Reynolds Foundation 2003 Annual Report

2003 GRANTS

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| LITTLE TENNESSEE WATERSHED ASSOCIATION , Franklin | \$20,000 | NEW RIVER FOUNDATION , Jacksonville | \$20,000 |
| To support the "Selling the Value of the Little Tennessee River" project. | | For general operating support. | |
| NATIONAL COMMITTEE FOR THE NEW RIVER , West Jefferson | \$75,000 | OPEN SPACE INSTITUTE , New York | \$25,000 |
| General operating support over two years for the implementation of a multi-year River Protection Plan. | | To establish the NC portion of the Southern Appalachian Protection Program. | |
| NATURE CONSERVANCY , Durham | \$100,000 | PAMLICO-TAR RIVER FOUNDATION , Washington | \$15,000 |
| To develop a plan to increase funding for conservation in North Carolina. | | For general operating support. | |
| NC AGRICULTURAL FOUNDATION , Raleigh | \$55,000 | RIVERLINK , Asheville | \$35,000 |
| To support the Floating Classroom environmental education program. | | To support the French Broad Riverkeeper program. | |
| NC ASSOCIATION OF BLACK LAWYERS' LAND LOSS PREVENTION PROJECT , Durham | \$50,000 | ROANOKE RIVER PARTNERS , Windsor | \$30,000 |
| For the Rural Environmental Equity Project. | | For organizational capacity building. | |
| NC COASTAL FEDERATION , Newport | \$300,000 | SOUTHERN APPALACHIAN BIODIVERSITY PROJECT , Asheville | \$25,000 |
| For general operating support over three years. | | For the National Forest Protection and Restoration Campaign for NC. | |
| NC COASTAL LAND TRUST , Wilmington | \$35,000 | SOUTHERN APPALACHIAN FOREST COALITION , Asheville | \$40,000 |
| To open a satellite office in Elizabeth City for the Northeast Land Trust initiative. | | Operating support for the Great Forest Campaign in NC. | |
| NC CONSERVATION NETWORK , Raleigh | \$600,000 | SOUTHERN ENVIRONMENTAL LAW CENTER OF NC , Chapel Hill | \$750,000 |
| For three years of support for "Playing to Win: Creating a Stronger Environmental Advocacy Community for NC." | | For general operating support over three years. | |
| NC ENVIRONMENTAL DEFENSE , Raleigh | \$525,000 | SOUTHWESTERN NC RESOURCE CONSERVATION & DEVELOPMENT COUNCIL , Waynesville | \$20,000 |
| For general operating support over three years. | | To help protect the Tuckasegee River Watershed. | |
| NC FOUNDATION FOR SOIL & WATER CONSERVATION DISTRICTS , Raleigh | \$20,000 | SOUTHWINGS , Asheville | \$25,000 |
| To create 'Hands-on, Minds-on' outdoor environmental learning center models for 5th & 6th grade students. | | For the NC Conservation Flight Project. | |
| NC SCHOOL OF THE ARTS FOUNDATION , Winston-Salem | \$25,000 | UNIVERSITY OF NC-CHAPEL HILL , Chapel Hill | \$40,000 |
| To promote a simple living project. | | For the Carolina Environmental Program to provide a summer environmental education institute for middle and high school science teachers. | |
| NC SUSTAINABLE ENERGY ASSOCIATION , Raleigh | \$30,000 | UNIVERSITY OF NC-CHAPEL HILL , Chapel Hill | \$100,000 |
| For general operating support. | | To support the One North Carolina Naturally initiative. | |
| NC WASTE AWARENESS & REDUCTION NETWORK , Durham | \$25,000 | UNIVERSITY OF NC-CHARLOTTE , Charlotte | \$25,000 |
| For general operating support to reduce toxic waste in NC. | | To support the NC portion of the Urban Institute's Open Space Framework. | |
| NC WATERSHED COALITION , Asheville | \$10,000 | VOICES AND CHOICES OF THE CENTRAL CAROLINAS , Charlotte | \$40,000 |
| To develop citizen action groups to monitor the Yadkin-Pee Dee and Lumber Rivers. | | To support the State of the Region Report. | |
| NC WILDLIFE FEDERATION , Raleigh | \$30,000 | WARREN WILSON COLLEGE , Asheville | \$40,000 |
| For operating support. | | To support the Environmental Leadership Center. | |
| NEUSE RIVER FOUNDATION , New Bern | \$40,000 | WEST END REVITALIZATION ASSOCIATION , Mebane | \$30,000 |
| To support the Upper and Lower Neuse Riverkeeper programs. | | To document and map historic patterns of environmental discrimination in select communities in NC. | |
| | | TOTAL ENVIRONMENT | \$3,763,000 |

GOVERNANCE, PUBLIC POLICY, AND CIVIC ENGAGEMENT

The Foundation believes that a high quality of life in North Carolina requires an engaged citizenry and a government that is responsive to the needs of the people. Additionally, the Foundation believes that the development of sound public policy is crucial to effective government. Therefore, it is the aim of the Foundation to strengthen representative democracy in North Carolina through efforts that educate the public about government institutions and policies, promote civic engagement and responsibility, and monitor government performance.



WITHIN THIS CATEGORY, THE FOUNDATION SEEKS TO FUND ORGANIZATIONS AND PROJECTS THAT:

PROMOTE CIVIC ENGAGEMENT

- ✦ Increase the level of public discourse regarding significant public policies
- ✦ Promote civic engagement and increase the level and quality of participation by North Carolinians in their communities and government
- ✦ Develop leadership training opportunities for individuals, particularly those whose voices are underrepresented in the public sphere
- ✦ Enhance civic education through school and community activities

ADVOCATE FOR SYSTEMIC CHANGE

- ✦ Generate credible, policy-relevant research that can be utilized to move a social justice agenda
- ✦ Create innovative and systemic solutions to respond to the rapidly changing demographics of North Carolina
- ✦ Promote equity in the state's justice system by advocating for appropriate systemic changes

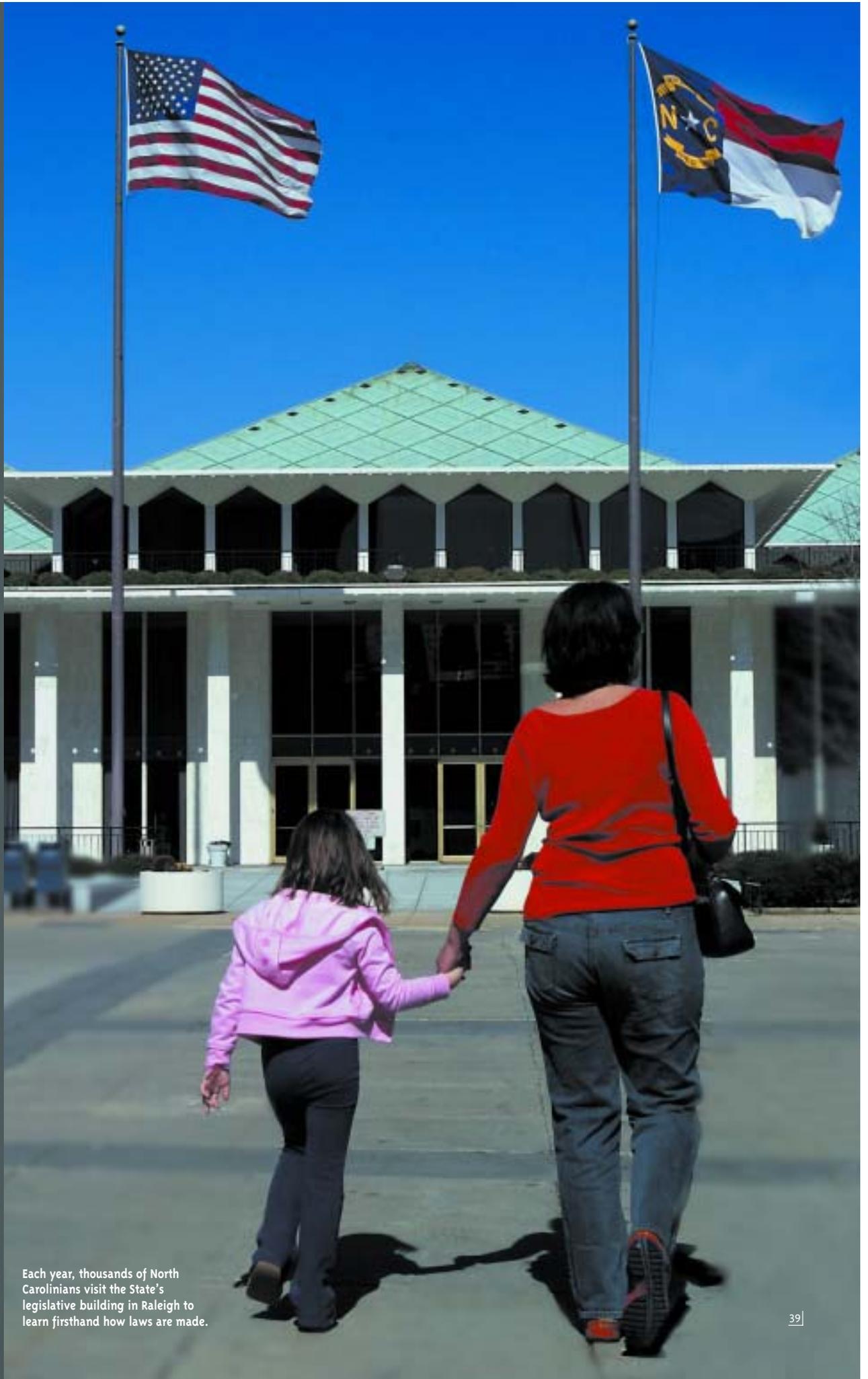
ENCOURAGE RESPONSIVE, ACCOUNTABLE GOVERNANCE

- ✦ Promote alignment of the state's resources with the needs of residents to ensure responsible, just, and effective use of resources
- ✦ Improve understanding and knowledge of policy development and government operations among elected and appointed officials
- ✦ Support media accountability and encourage responsible, credible coverage of government and politics

THE FOUNDATION DOES NOT GIVE PRIORITY TO:

- ✦ Academic research

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Each year, thousands of North Carolinians visit the State's legislative building in Raleigh to learn firsthand how laws are made.

2003 GRANTS

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| ADMINISTRATIVE OFFICE OF THE COURTS-NC , Raleigh To implement trial court performance standards at state and local levels. | \$15,000 | FAMILIES AGAINST MANDATORY MINIMUMS , Washington, DC For the NC Smart on Crime Campaign to educate North Carolinians about mandatory minimum sentencing laws. | \$40,000 |
| ASHE COUNTY HIGH SCHOOL , West Jefferson UNC-CH NC Civic Education Consortium Small Grants Program – Civic Action Plan. | \$2,700 | HEALTH ADVENTURE , Asheville UNC-CH NC Civic Education Consortium Small Grants Program - Community Input Counts. | \$7,500 |
| BOAT PEOPLE S.O.S. , Raleigh UNC-CH NC Civic Education Consortium Small Grants Program - Engaging Young Vietnamese-Americans in Community Services. | \$5,000 | HENDERSONVILLE BRANCH OF AAUW , Hendersonville UNC-CH NC Civic Education Consortium Small Grants Program - Latino Leadership for Young Women. | \$3,800 |
| CAROLINA JUSTICE POLICY CENTER , Durham For a Community Corrections Collaboration Project. | \$15,000 | HERTFORD COUNTY PUBLIC SCHOOLS , Winton UNC-CH NC Civic Education Consortium Small Grants Program - Hertford County, Now and Then. | \$5,000 |
| CENTER FOR POLICY ALTERNATIVES , Washington, DC To support a State Leadership Development Workshop for state legislators in NC. | \$15,000 | HISPANIC/LATINO CENTER , Fayetteville UNC-CH NC Civic Education Consortium Small Grants Program - Youth Civics Awareness Project. | \$8,000 |
| CENTER FOR VOTING AND DEMOCRACY , Takoma Park For the NC Fair Elections Project. | \$10,000 | INSTITUTE FOR SOUTHERN STUDIES , Durham For the NC Voting Rights Project. | \$50,000 |
| CITIZEN EDUCATION FOUNDATION, INC. LWVNC , Charlotte To support community leadership development workshops and voter education. | \$25,000 | INSTITUTE FOR SOUTHERN STUDIES , Durham For the Bob Hall Investigative Action Fund, to train a new generation of journalists working in the public interest. | \$30,000 |
| COMMITTEE FOR ECONOMIC DEVELOPMENT , Washington, DC To support outreach and education efforts regarding campaign finance reform in NC. | \$50,000 | KIDS VOTING NC-MECKLENBURG COUNTY , Charlotte UNC-CH NC Civic Education Consortium Small Grants Program - Increasing Civic Engagement. | \$6,000 |
| COMMON CAUSE EDUCATION FUND , Washington, DC To bring new voices into the discussion of campaign finance reform in NC and promote greater civic engagement. | \$90,000 | LEADERSHIP NC , Raleigh For two years of support to establish a program officer position. | \$75,000 |
| CUMBERLAND COUNTY SCHOOLS , Fayetteville UNC-CH NC Civic Education Consortium Small Grants Program - Civic Spirit. | \$5,000 | MOTHERS OF MURDERED OFFSPRING , Charlotte To provide education about the criminal justice system in NC. | \$20,000 |
| DEMOCRACY NORTH CAROLINA , Carrboro For general support to continue building public support for comprehensive campaign finance and voting rights reform in NC. | \$400,000 | MOUNTAIN AREA INFORMATION NETWORK , Asheville To support WPVM to provide regionally relevant news coverage to residents of western NC. | \$70,000 |
| EDMUND S. MUSKIE FOUNDATION , Washington, DC For the National Caucus of Environmental Legislators' program to support NC state legislators' efforts to defend and promote policies to protect the environment. | \$20,000 | NC ACADEMY OF TRIAL LAWYERS FOUNDATION , Raleigh For the Wade Edwards High School Mock Trial program. | \$25,000 |
| ELON UNIVERSITY , Elon For NC Campus Compact, to increase the civic engagement of students on NC college and university campuses. | \$40,000 | NC CENTER FOR VOTER EDUCATION , Raleigh For general operating support to help improve the quality and responsiveness of NC's election system through public education and research. | \$400,000 |
| FAIR TRIAL INITIATIVE , Durham For general operating support to address issues of unequal access to a fair trial in NC. | \$70,000 | NC COALITION TO END HOMELESSNESS , Raleigh To coordinate the development of the NC Plan to End Homelessness. | \$30,000 |
| | | NC COUNCIL OF CHURCHES , Raleigh To support People of Faith | \$75,000 |

GOVERNANCE, PUBLIC POLICY & CIVIC ENGAGEMENT

Z. Smith Reynolds Foundation 2003 Annual Report

2003 GRANTS

Against the Death Penalty.

NC INSTITUTE OF POLITICAL LEADERSHIP, Wilmington \$20,000
To provide organizational support.

NC PEDIATRIC SOCIETY FOUNDATION, Raleigh \$25,000
For a collaboration to promote equitable access to children's health insurance.

NC STATE BOARD OF ELECTIONS, Raleigh \$100,000
To produce and distribute voter guides for the North Carolina Public Campaign Financing Fund.

NC STATE YOUTH COUNCIL, Raleigh \$5,000
UNC-CH NC Civic Education Consortium Small Grants Program - Youth Leadership Development Conferences.

NORTH CAROLINIANS AGAINST GUN VIOLENCE EDUCATION FUND, Chapel Hill \$25,000
General operating support for education and advocacy to promote gun safety and to reduce gun violence.

PUBLIC RADIO EAST FOUNDATION, New Bern \$20,000
To provide regionally relevant news coverage to residents of eastern NC.

UNIVERSITY OF NC-ASHEVILLE, Asheville \$7,000
UNC-CH NC Civic Education Consortium Small

Grants Program - Examining Moral Issues and Civic Responsibilities in Local Government.

UNIVERSITY OF NC-CHAPEL HILL, Chapel Hill \$10,000
To support administrative costs associated with the NC Civic Education Consortium Small Grants Program.

UNIVERSITY OF NC-CHAPEL HILL, Chapel Hill \$25,000
For the WUNC News and Public Affairs Project to provide news coverage about NC's environment and economy.

UNIVERSITY OF NC-CHAPEL HILL, Chapel Hill \$75,000
For UNC-CH School of Law's collaboration with Columbia School of Law at Columbia University to reconsider the guilt of executed defendants.

WADE EDWARDS FOUNDATION, Raleigh \$5,000
UNC-CH NC Civic Education Consortium Small Grants Program - Link 2 Learn.

WOMEN'S CENTER OF ORANGE COUNTY, Chapel Hill \$30,000
To support the Media Analysis of Gender and Image Construction project.

TOTAL GOVERNANCE, PUBLIC POLICY, and CIVIC ENGAGEMENT \$1,955,000



The North Carolina Senate and House of Representatives had their chamber in the state capitol prior to the construction of the State's present legislative building.

PRE-COLLEGIATE EDUCATION

Supporting pre-collegiate public education is a long-standing priority of the Z. Smith Reynolds Foundation. The Foundation recognizes that North Carolina's future depends on what happens in classrooms today and seeks to improve the quality of teaching and learning in the public schools. In addition, high quality education is a major component of an economic development strategy that will enable North Carolina to compete in a global economy.

Differences in educational achievement and opportunity in the state remain as a result of geography, local capacity, and gender, racial/ethnic, and socioeconomic inequities. The Foundation strives to improve equity in education, especially in low-resource communities. As North Carolina continues along the path of demographic change, the Foundation encourages efforts by public schools to address the challenges of diversity for students, teachers, and administrators.

The Z. Smith Reynolds Foundation believes that private philanthropy serves as a catalyst for educational progress, recognizing that the primary responsibility for funding public pre-collegiate education rests with government. The Foundation welcomes opportunities to collaborate as a partner in innovative models of educational reform and seeks to promote the alignment of the state's educational resources with the most significant needs of students.

Pre-Collegiate Education



North Carolina's public school population is becoming increasingly racially and culturally diverse.

WITHIN THIS CATEGORY, THE FOUNDATION SEEKS TO FUND ORGANIZATIONS AND PROJECTS THAT:

ADDRESS EQUITY IN EDUCATION

- ✧ Promote access to a high-quality education for all students throughout North Carolina
- ✧ Support progressive policy reforms within the public school system
- ✧ Advocate for effective accountability models and testing methods
- ✧ Create policies and programs to address the achievement gap
- ✧ Foster an exceptional statewide system of early childhood education, both in program content and teacher training
- ✧ Work continuously to promote the inclusion of immigrant groups

PROMOTE PROFESSIONAL DEVELOPMENT

- ✧ Build the prestige of teaching as a profession
- ✧ Strengthen the capacity of university education programs to provide excellent teacher preparation experiences
- ✧ Recruit talented teachers and administrators, with particular attention to critical shortages in minority representation, math/science subject areas, and low-performing schools
- ✧ Retain talented teachers and administrators
- ✧ Empower teachers and administrators to serve as leaders and advocates



ADVOCATE FOR A BALANCED AND INNOVATIVE CURRICULUM

- ✧ Develop curricula which accurately represent the history and culture of all students
- ✧ Promote curricula which teach students their responsibilities as citizens and encourages civic participation
- ✧ Support teachers in the integration of technology into core curriculum instruction
- ✧ Advocate for a broad and holistic curriculum, which includes arts, foreign language, entrepreneurial skills, and financial management

THE FOUNDATION DOES NOT GIVE PRIORITY TO:

- ✧ Single-site charter schools
- ✧ Single-site school projects

THE FOUNDATION DOES NOT FUND THE FOLLOWING:

- ✧ Athletic teams or events, Parent-Teacher Associations, or other similar groups
- ✧ Initiatives promoting religious education or doctrine
- ✧ Personnel salaries and other general operating expenses in public schools
- ✧ Private K-12 schools, other than exceptional programs or initiatives with the potential for replication in public schools across the state
- ✧ Scholarship programs or general budgets for educational institutions (outside of pre-existing commitments)
- ✧ Single-site day care centers

NOTE: *The Foundation seeks to enhance pre-collegiate education efforts in North Carolina by focusing on the state's public school system. The Foundation differentiates such efforts from other youth development programs. Thus, community-based after-school programs, mentoring programs, and other non-school based youth programs do not fall within this category; instead, they are considered miscellaneous proposals and are given low priority.*



PRE-COLLEGIATE EDUCATION

Z. Smith Reynolds Foundation 2003 Annual Report

2003 GRANTS

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| <p>ALLIANCE FOR LANGUAGE LEARNING, Burlington \$20,000 Support to revamp and reinvigorate the K-12 foreign language program in North Carolina.</p> <p>CLEVELAND COUNTY BUSINESS DEVELOPMENT CENTER, Shelby \$30,000 To address the academic achievement gap in Cleveland County.</p> <p>DONORSCHOOSENC, Durham \$75,000 For a Web-based program to assist individuals and businesses in making donations to support teachers.</p> <p>DUKE UNIVERSITY, Durham \$33,500 For evaluation of Middle School Visions, a pilot project to integrate character development and civic engagement in middle schools.</p> <p>EXPLORNET, Raleigh \$25,000 To provide professional development training for high school teachers.</p> <p>FORSYTH EARLY CHILDHOOD PARTNERSHIP, Winston-Salem \$80,000 For two years of support to evaluate programs that promote school readiness of children in Forsyth County.</p> <p>NC HUMANITIES COUNCIL, Greensboro \$50,000 To support the 2004 Teachers' Institute program.</p> <p>NC PARTNERSHIP FOR EXCELLENCE, Cary \$30,000 To pilot the High Performance Leaders Academy model in low-performing districts.</p> <p>NC SCHOOL OF SCIENCE AND MATHEMATICS FOUNDATION, Durham \$80,000 To provide professional development for public school science teachers.</p> <p>PARENTS FOR PUBLIC SCHOOLS OF PITT COUNTY, Greenville \$25,000 General operating support to advocate for disadvantaged parents and children.</p> <p>RANDOLPH COMMUNITY COLLEGE, Asheboro \$4,000 To create a Multicultural Advisory Group to provide recommendations to the education system in Randolph County.</p> | <p>ROBESON COUNTY PUBLIC SCHOOLS, Lumberton \$15,000 To support Robeson County Schools' Beginning Teacher Seminar Program.</p> <p>TEACH FOR AMERICA, Raleigh \$50,000 To expand efforts to recruit, train and support teachers in NC.</p> <p>UNIVERSITY OF NC-CHAPEL HILL, Chapel Hill \$75,000 For the Jordan School of Social Work's Supporting Community Partnerships for Closing the Achievement Gap project.</p> <p>UNIVERSITY OF NC-CHAPEL HILL, Chapel Hill \$50,000 To test an intervention program aimed to improve African-American children's early language experiences and school readiness.</p> <p>UNIVERSITY OF NC-CHAPEL HILL, Chapel Hill \$25,000 For the School of Education's Hoke County Intervention Specialist Initiative.</p> <p>UNIVERSITY OF NC-CHAPEL HILL, Chapel Hill \$30,000 To expand the Center for International Studies' K-12 International Outreach Program.</p> <p>UNIVERSITY OF NC-CHAPEL HILL, Chapel Hill \$40,000 To provide professional development for teachers of Limited English Proficiency.</p> <p>UNIVERSITY OF NC-CHARLOTTE, Charlotte \$40,000 To support the Diversity in Information Technology Institute.</p> <p>UNIVERSITY OF NC-GREENSBORO, Greensboro \$40,000 For the Piedmont Triad Education Consortium's Women Superintendents Project.</p> <p>WESTERN CAROLINA UNIVERSITY, Cullowhee \$45,000 For the Beginning Teacher/Teacher Leader Program.</p> <p>WORKING FILMS, Wilmington \$25,000 To support curriculum development to accompany "From Farm to Fast Food: On the Job in NC."</p> <p>TOTAL PRE-COLLEGIATE EDUCATION \$887,500</p> |
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SOCIAL JUSTICE AND EQUITY

The increasing diversity of North Carolina presents the state with numerous opportunities and new challenges. At the same time, there is a continuing need to work on breaking down long-held beliefs and stereotypes that are based on race, gender, and poverty, and are barriers to mutual trust and respect. The Z. Smith Reynolds Foundation is committed to supporting advocacy and other efforts that provide meaningful opportunities for women, ethnic and racial minorities, and the economically disadvantaged to obtain political inclusion, social equity, and economic empowerment.



WITHIN THIS CATEGORY, THE FOUNDATION SEEKS TO FUND ORGANIZATIONS AND PROJECTS THAT:

EMPOWER WOMEN AND GIRLS

- ✧ Ensure that all reproductive options remain available to women
- ✧ Address, treat, and seek to end emotional, physical, and sexual abuse
- ✧ Work to end the disparity in economic opportunities, and to empower women to advocate for economic equity
- ✧ Promote a statewide system of accessible, affordable, high quality child care
- ✧ Promote and support efforts to develop leadership and political empowerment
- ✧ Provide opportunities to build networks and develop and nurture positive self-images
- ✧ Prevent teenage pregnancy and overcome obstacles that can have a negative impact on a young woman's future success

PROMOTE RACIAL AND ETHNIC EQUALITY

- ✧ Support efforts to develop minority leadership and promote political inclusion
- ✧ Promote cultural understanding and diversity
- ✧ Strive to improve housing conditions and end housing discrimination
- ✧ Meet the needs of disadvantaged immigrants
- ✧ Protect the civil rights of racial and ethnic minorities

REDUCE POVERTY THROUGH ECONOMIC EMPOWERMENT

- ✧ Advocate in opposition to predatory lending and other practices that have a disparate impact on the economically disadvantaged
- ✧ Promote and provide personal financial education skill development and support home ownership efforts
- ✧ Advocate and work toward establishing a living income
- ✧ Support the transition from welfare to work
- ✧ Advocate for workers' rights and improved working conditions

SEEK EQUITY IN THE CRIMINAL JUSTICE SYSTEM

- ✧ Address systemic issues of racial and economic disparity
- ✧ Promote equal access to justice

THE FOUNDATION DOES NOT GIVE PRIORITY TO:

- ✧ Community correction centers or other alternatives to incarceration
- ✧ Criminal justice programs designed to rehabilitate and/or punish individuals
- ✧ Juvenile justice programs
- ✧ Programs serving the physically or developmentally disabled
- ✧ Senior citizens' programs

THE FOUNDATION DOES NOT FUND THE FOLLOWING:

- ✧ Foster care programs
- ✧ Single-site day care centers



Recursos de becas/
Scholarship Information.

Handbook

Local Publications

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Private search agencies

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Parents for Public Schools of Pitt County works to get parents of children in the racially and culturally diverse school system actively involved in the education of their children.

SOCIAL JUSTICE AND EQUITY

Z. Smith Reynolds Foundation 2003 Annual Report

2003 GRANTS

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| <p>CENTER FOR ACTION AND SOCIAL ASSISTANCE, Morganton \$15,000 Operating support to establish a multicultural walk-in center for immigrants.</p> <p>CULTURAS UNIDAS, Cary \$30,000 General operating support to serve the Hispanic/Latino Community.</p> <p>DOMESTIC VIOLENCE AND RAPE CRISIS CENTER OF SCOTLAND COUNTY, Laurinburg \$25,000 General operating support to assist survivors and educate the community about domestic violence and sexual assault.</p> <p>DOMESTIC VIOLENCE RESOURCE CENTER OF ALEXANDER COUNTY, Taylorsville \$15,000 General operating support to serve and advocate for victims of domestic violence.</p> <p>ECHO FOUNDATION, Charlotte \$10,000 To support The Bernard Kouchner Project: Compassion Without Borders.</p> <p>EL CENTRO HISPANO, Durham \$30,000 Operating support to educate, defend the rights of, and develop leadership skills among working class Latinos in Durham.</p> <p>EPISCOPAL FARMWORKER MINISTRY, Newton Grove \$35,000 To support a Program Director/Community Involvement Coordinator.</p> <p>FAMILY GUIDANCE CENTER, Hickory \$25,000 To provide domestic violence outreach and support services to the Hispanic community.</p> <p>HIGH COUNTRY AMIGOS, Boone \$30,000 To establish a Latino center in Ashe County.</p> <p>HISPANIC/LATINO CENTER, Fayetteville \$30,000 For general operating support.</p> <p>HISPANIC LIAISON OF CHATHAM COUNTY, Siler City \$35,000 For the Bilingual Financial Counseling Program.</p> <p>HOPE FOR FAMILIES GRAHAM DOMESTIC VIOLENCE AND SEXUAL ASSAULT CENTER, Robbinsville \$25,000 For general operating support to end interpersonal violence by offering shelter to victims, advocacy, and education.</p> <p>IMPACT FOUNDATION, Wilson \$25,000 For general operating support to serve economically disadvantaged women and girls in Wilson County.</p> <p>INTERNATIONAL LINK, Asheville \$20,000 For general support the center to address language and cultural barriers in western NC.</p> <p>LATINO COMMUNITY DEVELOPMENT CENTER, Durham \$30,000 For general operating support aimed at Latino leadership development.</p> | <p>LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW, Washington, DC \$25,000 For the NC Fair Housing Project.</p> <p>LEADERSHIP AMERICA NC, Charlotte \$25,000 Operating support for a women's leadership program.</p> <p>LEGAL AID OF NC-RALEIGH, Raleigh \$70,000 For the Domestic Violence Initiative to ensure that legal services are available to assist victims of domestic violence.</p> <p>LEGAL AID OF NC-RALEIGH, Raleigh \$150,000 To support legal representation of poor and working families threatened by foreclosure.</p> <p>LEGAL SERVICES OF SOUTHERN PIEDMONT, Charlotte \$40,000 To provide free legal assistance to low-income immigrants in western NC.</p> <p>McAULEY INSTITUTE, Raleigh \$50,000 To strengthen the leadership capacity of a new class of diverse women leaders from community-based organizations across the state.</p> <p>NARAL Pro-Choice America Foundation, Washington, DC \$50,000 To support and protect a woman's freedom to make personal decisions regarding reproductive choices.</p> <p>NC ASSOC. OF COUNTY DIRECTORS OF SOCIAL SERVICES, Raleigh \$60,000 For the Department of Social Services and Domestic Violence Community Partnership Project.</p> <p>NC ASSOCIATION OF BLACK LAWYERS' LAND LOSS PREVENTION PROJECT, Durham \$135,000 To support the NC portion of the Black Family Land Trust.</p> <p>NC CENTER FOR INTERNATIONAL UNDERSTANDING, Raleigh \$25,000 NC Initiative for International Education project.</p> <p>NC COALITION AGAINST DOMESTIC VIOLENCE, Durham \$50,000 To continue the Action and Empowerment Project, which provides comprehensive services to domestic violence programs across the state.</p> <p>NC COMMUNITY SHARES, Durham \$25,000 For the NC Shares Grassroots Initiative.</p> <p>NC INSTITUTE OF MINORITY ECONOMIC DEVELOPMENT, Durham \$150,000 For general operating support over two years to augment work to provide access to market opportunities for minority- and women-owned businesses.</p> <p>NC JUSTICE AND COMMUNITY DEVELOPMENT CENTER, Raleigh \$225,000 For a collaboration of anti-poverty advocacy organizations who will expand their work against unfair lending practices.</p> <p>NC LAMBDA YOUTH NETWORK, Durham \$15,000 To develop young people as leaders and community organizers.</p> |
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SOCIAL JUSTICE AND EQUITY

Z. Smith Reynolds Foundation 2003 Annual Report

2003 GRANTS

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| NC OCCUPATIONAL SAFETY AND HEALTH PROJECT , Durham | \$20,000 | SEXUAL ASSAULT RESOURCE CENTER , New Bern | \$20,000 |
| For general support to educate and organize Latino/a immigrants and U.S. born workers. | | To support the Victim Advocacy Community Outreach Program. | |
| NC PEACE ACTION EDUCATION FUND , Knightdale | \$35,000 | SOUTHERN DOCUMENTARY FUND , Durham | \$20,000 |
| To strengthen advocacy-oriented peace and justice nonprofit organizations in NC. | | For an educational film on the H2-A farmworker program and an accompanying study guide. | |
| NEW LIFE WOMEN'S LEADERSHIP PROJECT , Williamston | \$20,000 | STUDENT ACTION WITH FARMWORKERS , Durham | \$20,000 |
| To develop an income-generating strategy for low-income women in Martin, Bertie and Washington counties. | | For general operating support. | |
| ONSLOW WOMEN'S CENTER , Jacksonville | \$25,000 | SURGE, STUDENTS UNITED FOR A RESPONSIBLE GLOBAL ENVIRONMENT , Chapel Hill | \$10,000 |
| To support victims of domestic violence. | | To create the NC Lilliput Network to facilitate youth civic engagement. | |
| OPEN DOOR/LA PUERTA ABIERTA , Angier | \$10,000 | THANKFUL HERITAGE , Kernersville | \$15,000 |
| 'Drop-in Centre' for mothers with pre-school children to form cross-cultural, cross-racial friendships. | | For expansion of the Traveling Black History Museum. | |
| PEACE AT WORK , Raleigh | \$15,000 | THIRTIETH JUDICIAL DISTRICT DOMESTIC VIOLENCE-SEXUAL ASSAULT ALLIANCE , Waynesville | \$25,000 |
| For the Domestic Violence in the Workplace project. | | For the Partnership for Peace Project. | |
| PISGAH LEGAL SERVICES , Asheville | \$40,000 | TRIANGLE URBAN LEAGUE , Raleigh | \$100,000 |
| To provide free legal assistance to low-income immigrants in western NC. | | For general operating support. | |
| PLANNED PARENTHOOD OF CENTRAL NORTH CAROLINA , Chapel Hill | \$65,000 | UNIVERSITY OF NC-CHAPEL HILL , Chapel Hill | \$30,000 |
| For the Strategic Advisory Initiative to help ensure that all reproductive options are available to women and men in NC. | | For the Adolescent Pregnancy Project at the Institute of Government. | |
| POPE HOUSE MUSEUM FOUNDATION , Raleigh | \$30,000 | WOMEN'S CENTER OF ROCKINGHAM COUNTY , Reidsville | \$20,000 |
| General operating support for an African-American history museum. | | To empower and support women in achieving their personal and professional goals. | |
| RAPE CRISIS VOLUNTEERS OF CUMBERLAND COUNTY , Fayetteville | \$20,000 | WOMEN'S FORUM OF NC , Raleigh | \$30,000 |
| General operating support to assist victims of sexual violence and abuse. | | To establish the NC Center for Women in Public Service. | |
| | | TOTAL SOCIAL JUSTICE AND EQUITY | \$2,045,000 |



For the Common Good

MISCELLANEOUS

The majority of the Foundation's grantmaking is accomplished within its five stated focus areas. However, it is also the desire of the Foundation to serve as a catalyst for new practices and ideas and to respond to other challenges or opportunities that are unique to North Carolina. For these reasons, the Foundation reserves the right to remain flexible in its grantmaking and, therefore, makes occasional grants that are classified as "miscellaneous." In 2003, less than five percent grant dollars awarded were for miscellaneous grants.

Miscellaneous



2003 GRANTS

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|---|-----------|--|--------------|
| CENTER FOR DIALOGUE , Brevard | \$30,000 | NETCORPS , Durham | \$55,000 |
| To provide a personal and professional renewal experience for NC nonprofit leaders. | | General operating support to build the capacity of NC nonprofits through strategic technology planning and assistance. | |
| DEEP RIVER MEDIATION , Pittsboro | \$10,000 | SOUTHERN DOCUMENTARY FUND , Durham | \$100,000 |
| To expand mediation services into Lee County. | | For the production of a documentary on the North Carolina Fund. | |
| EAST CAROLINA UNIVERSITY , Greenville | \$25,000 | THANKFUL HERITAGE , Kernersville | \$20,000 |
| For a science enrichment program for African American students in Pitt County. | | NSR Award designated by Effley Howell. | |
| Employee Matching Gift Contributions. | \$2,795 | TRIANGLE RESIDENTIAL OPTIONS FOR SUBSTANCE ABUSERS , Durham | \$50,000 |
| FAMILY AND NEIGHBORHOODS INSTITUTE OF NC , Wilmington | \$20,000 | To build internal capacity by establishing a community development corporation. | |
| NSR Award designated by Mary Mosley. | | VISIONS , Rocky Mount | \$25,000 |
| INTERNATIONAL FRIENDSHIP CENTER , Highlands | \$20,000 | To develop and test a new method to train nonprofit board members in fundraising. | |
| NSR Award designated by Josie Ellis. | | WAKE FOREST UNIVERSITY , Winston-Salem | \$530,352 |
| MAKING A DIFFERENCE FOUNDATION , Virginia Beach, VA | \$20,000 | Campaign for Wake Forest, initially for scholarships: Joseph G. Gordon, Nancy Susan Reynolds, NC middle income residents, annual awards to faculty members, Reynolds Professors supplements, and special undergraduate programs and needs. | |
| To provide access and assistance with education and career opportunities to youth and adults in six northeastern NC counties. | | WAKE FOREST UNIVERSITY , Winston-Salem | \$1,200,000 |
| MEDIATION NETWORK OF NC , Raleigh | \$25,000 | Annual grant, under 1990 contract, for general support, faculty development, and scholarships. | |
| To develop and implement a rating system for the Mediation Network and its members. | | WARE CREEK COMMUNITY DEVELOPMENT PROGRAM , Blounts Creek | \$10,000 |
| MOUNTAIN MEDIATION SERVICES , Bryson City | \$10,000 | For the Ware Creek Rosenwald School Oral History Project. | |
| To offer mediation services in Clay County. | | TOTAL MISCELLANEOUS | \$2,628,147 |
| NC CENTER FOR NONPROFIT ORGANIZATIONS , Raleigh | \$450,000 | | |
| For general operating support over three years to help strengthen NC's nonprofit organizations. | | TOTAL GRANTS APPROVED FOR 2003 | \$14,022,147 |
| NC TEEN COURT ASSOCIATION , Elizabethtown | \$25,000 | | |
| For strategic planning. | | | |

DECEMBER 8, 1936 THROUGH DECEMBER 31, 2003

STATEMENT OF INCOME, GRANTS, EXPENSES, & DISTRIBUTED INCOME

| | 2002 | 2003 | 1936-2002 |
|--|--------------|--------------|---------------|
| Undistributed Income Beginning of Period | \$24,544,245 | \$20,223,189 | |
| Income Received: | | | |
| Zachary Smith Reynolds Trust | 9,406,879 | 8,620,564 | 151,317,407 |
| W. N. Reynolds Trust | 11,409,322 | 9,057,841 | 197,797,352 |
| Interest on investments* | 322,054 | 90,688 | 13,680,806 |
| Refunds of grants | 79,757 | 30,760 | 457,225 |
| Other Income | 3,198 | 2,240 | 10,773 |
| TOTAL INCOME | \$21,221,210 | \$17,802,093 | \$363,263,563 |
| Disbursements: | | | |
| Grants Paid | \$23,436,023 | \$18,395,527 | \$317,425,604 |
| Direct Charitable Activities: | | | |
| Nancy Susan Reynolds Awards | 180,987 | 130,783 | 1,963,290 |
| Sabbatical Program | 106,960 | 97,675 | 1,213,968 |
| Race Relations Projects | 25,328 | 0 | 350,136 |
| Good Government | 3,517 | 24,554 | 152,651 |
| Sprawl/Growth Management | 0 | 995 | 53,154 |
| Youth Development/Young Scholars Program | 150,110 | 87 | 612,862 |
| Special Projects/meetings/seminars | 110,558 | 212,031 | 2,517,425 |
| Total Grants and Direct Charitable Activities | \$24,013,483 | \$18,861,652 | \$324,289,090 |
| Administrative Expenses: | | | |
| Personnel | 556,388 | 733,618 | 8,111,465 |
| Operating Expenses | 953,208 | 1,053,941 | 10,287,249 |
| Federal Excise Tax | 4,693 | 5,730 | 254,558 |
| Total Administrative Expenses and Taxes | \$1,514,289 | \$1,793,289 | \$18,653,272 |
| TOTAL DISBURSEMENTS | \$25,527,772 | \$20,654,941 | \$342,942,362 |
| Undistributed Income End of Period | \$20,237,683 | \$17,370,341 | \$20,237,683 |
| Unpaid Grants End of Period | \$18,667,950 | \$14,835,361 | \$18,667,950 |
| Excess of Undistributed Income Over Unpaid Grants | \$1,569,733 | \$2,534,980 | \$1,569,733 |

NOTES TO FINANCIAL STATEMENTS

The Foundation's income is derived from two trusts that are separately controlled and each of which meets the reporting requirements of the federal government and of those states in which they are located. No list of investments appears in this report because the Foundation itself has no assets.

*Interest earned on short-term investments of income received from the two trusts but not yet distributed.

GRANT APPLICATION GUIDELINES

THE Z. SMITH REYNOLDS FOUNDATION, INC. is legally restricted to making grants for the accomplishment of charitable works in the State of North Carolina. Grants are made only to nonprofit, charitable organizations that are exempt under Section 501(c)(3) of the Internal Revenue Code or to governmental units. No grants are made to individuals for any purpose. Organizations that operate both within and outside the State of North Carolina may be eligible for consideration for programs operating within North Carolina. The Foundation does not pay indirect or overhead expenses for projects at colleges, universities, public schools, or governmental units.

It is important to note that the Foundation will forgo its fall grant cycle during 2004. It did accept applications for the spring cycle and grant decisions will be made by the Board of Trustees at the Foundation's annual May meeting. This change is explained in more detail on page 8 of this report.

To accomplish its purpose, the Foundation currently gives special attention to certain focus areas:

- ✧ Community-Building and Economic Development
- ✧ Environment
- ✧ Governance, Public Policy, and Civic Engagement
- ✧ Pre-Collegiate Education
- ✧ Social Justice and Equity

While the listed areas are of highest priority, it is also the desire of the Foundation to serve as a catalyst for new practices and ideas and to respond to other challenges or opportunities that are unique to North Carolina. In addition to funding projects that achieve the goals of each focus area, the Foundation has an interest in building the capacity of organizations and in promoting organizational development. Also, the Foundation reserves the right to remain flexible in its grantmaking policies.

DEADLINES: The Foundation's Board of Trustees meets in May (deadline February 1) and in November (deadline

August 1) to consider grant applications. When deadlines fall on a weekend, the following Monday will be the deadline. If mailed, proposals must be postmarked on or before the deadline date. Proposals that are sent via the Foundation's on-line submission process must be received by 11:59 p.m. EST on the deadline date. The Foundation will not accept proposals by facsimile or email. Late proposals will be considered in the next funding cycle.

Reporting Requirements: If your organization received a grant(s) in the past, all reporting requirements must be met in order for your current application to be considered. The Foundation has written reporting requirements for each grant made. If you have questions about these requirements, please call.



ALL APPLICANTS MUST SUBMIT THE FOLLOWING:

APPLICATION FORM: All pages of the application form (including all questions) must be completed in the space provided.

PROPOSAL:

Format

- (a) The proposal must be submitted on the organization's letterhead and must be signed by an authorized official of the organization.
- (b) The proposal is limited to three single-spaced, single-sided pages, must have a left hand margin of no less than one inch, must be printed on 8½ x 11 inch paper, must have at least 12 pt font, and must not be bound or fastened in any way. **PLEASE DO NOT STAPLE ANY OF THE PAGES TOGETHER.**
- (c) Only one copy of the proposal should be submitted.

Content: The first paragraph of the proposal must state clearly the specific amount being requested, the purpose of the request (general operating support or a specific project) and a concise description of the organization including the mission statement. The proposal should also contain the following:

GENERAL OPERATING SUPPORT:

- ✧ Objectives for the time period of the grant request and how they will be achieved
- ✧ Recent accomplishments of one organization (if not a new organization)
- ✧ How the work of the organization will address the priorities of the Z. Smith Reynolds Foundation

PROJECT REQUEST:

- ✧ Description of project
- ✧ Need for the project
- ✧ Objectives of the project and how they will be achieved
- ✧ Method and criteria for evaluation
- ✧ Recent accomplishments of the organization (if not a new organization)
- ✧ How the project will address the priorities of the Z. Smith Reynolds Foundation

BUDGET: Submit the following:

- ✧ Current fiscal year's approved budget showing actual income and expenses to date.
- ✧ Prior fiscal year's statement showing actual general expenses and specific sources of income.
- ✧ One page, line-item proposed budget (showing anticipated income and expenditures) for the total operations of the organization's fiscal year(s) for which funds are being requested.
- ✧ If the funds being requested are for a specific project rather than for general support, also submit a one-page, line-item budget for the specific project (showing anticipated income and expenditures) for which funds are being requested.

GOVERNING BOARD: Submit a list of the members of the petitioning organization's governing board, with a brief explanation of how members are elected.

TAX-EXEMPT STATUS: A copy of the petitioning organization's federal tax-exempt certification under Section 501(c)(3) of the Internal Revenue Code, including a determination as to the organization's status as a publicly-supported organization. Governmental units need not submit these documents. The Foundation will not make pass-through grants from one organization to another.

OPTIONAL MATERIALS: Additional information and material may be submitted to supplement the application.

SUBMITTING APPLICATIONS: There are only two ways to submit completed applications. The Foundation will not accept proposals by facsimile or email.

By Mail

- ✧ You may call, write or email the Foundation and request that an application form be sent to you by mail.
- ✧ You may download the application form in Microsoft Word format from the Foundation's Web site.

Electronically

- ✧ You may submit an application electronically by accessing the ICAM module from the Foundation's Web site at www.zsr.org.
- ✧ Please note that the deadline for electronic submissions is 11:59 P.M. EST on the deadline date.

✧ ✧ ✧

Mailed applications must be sent to:

Thomas W. Ross
Executive Director
Z. Smith Reynolds Foundation
147 South Cherry Street, Suite 200
Winston-Salem, NC 27101-5287

THE NANCY SUSAN REYNOLDS AWARDS

LIKE THE AWARDS CREATED IN HER MEMORY, Nancy Susan Reynolds also was unique. A founding member, president, and lifetime trustee of the Z. Smith Reynolds Foundation, she believed in the ability of ordinary people to change things for the better right where they live. When she died in 1985, the Foundation's trustees established the Nancy Susan Reynolds Awards in her memory.

The annual Nancy Susan Reynolds Awards luncheon brings together one of the most diverse groups of North Carolinians assembled in the state each year. The spotlight is placed on winners in the areas of advocacy, personal service and race relations, and their stories are told by videos and associates. Later, winners are featured in a 30-minute television program produced by the Foundation and aired across the state.

The Award

Each award is accompanied by a grant of \$25,000. The recipient receives \$5,000, and \$20,000 is distributed to qualified tax-exempt, charitable, North Carolina organizations selected by the award recipient. Since their inception, the awards to grassroots leaders and nonprofit organizations in North Carolina have totaled \$1,350,000.

Criteria for Selection

Throughout her life, Nancy Susan Reynolds worked quietly for the people of North Carolina, never seeking recognition for herself. The Nancy Susan Reynolds Awards honor her memory and individuals whose good works are done in that spirit.

Nancy Susan Reynolds Awards are presented in the following categories:

ADVOCACY – on behalf of people, issues, or concerns that otherwise may be without effective voices.

This category is for persons whose persistence, patience, and intelligence have earned them the ear of those who make and shape policies in the state and its communities.

This category seeks to recognize people who have served

as advocates for persons, positions or groups at some personal risk, earned the respect of those to whom they speak, and earned the trust of those for whom they speak.

PERSONAL SERVICE – for people helping other people. This category recognizes inspired service, continuing devotion to service under difficult circumstances and often at substantial personal sacrifice, and willingness to assist persons or groups who have few alternatives and little ability to repay except through thanks and profound devotion.

This category seeks to recognize people who have helped alleviate the condition of some less-favored group in the community, performed work that served as a catalyst for self-respect and self-sufficiency, and provided special examples of service that caused others to take more seriously their responsibilities to people in their communities and state.

RACE RELATIONS – for persons who have acted in ways to bring about improvements in multi-culturalism in a community and served as role models of racial understanding and cooperation.

This category seeks to recognize individuals who have made significant efforts to encourage communications and motivate improved relationships between persons of different racial and ethnic backgrounds, increased understanding or resolved conflicts between persons of different racial or ethnic backgrounds, or helped resolve conflicts created by racial and ethnic discord and stimulated action to eliminate racism in his or her community.

Eligibility

Nominees for the award must be living residents of North Carolina. They should be persons not typically in the limelight who perform valuable public service, predominantly at the community level. They may be volunteers or paid, full-time employees of the organizations through which their service is rendered.

In seeking nominations, the Foundation is looking beyond traditional business or civic leaders or those people who already have received significant recognition and public visibility. Although the awards are intended

for individuals, in the case of joint or collaborative efforts, an award may be shared. Committees and organizations are not eligible.

Persons interested in nominating someone for a Nancy Susan Reynolds Award can call the Z. Smith Reynolds Foundation for information or visit its Web site at www.zsr.org.



The 2003 Recipients

JOSIE ELLIS, Dillsboro
Advocacy Category

Josie Ellis grew up in Jackson County and later returned to take a job with the county health department. She found that local farmers had imported Latino workers who were living on isolated farms, many in inhuman conditions and working long hours for low pay. There were serious health issues: dangerous work conditions and exposure to pesticides and other poisons. When she sought to improve these conditions, she faced serious obstacles. Powerful growers pressured officials to stop Ellis.

Fortunately, her courage and persistence have made a difference. She convinced a doctor in Cashiers to help open a clinic, and Hispanic children now may attend school. She recruited students from Western Carolina University to help with after-school child care and secured clothing and supplies from churches. Even so, social injustice and inequity continue. "We are a nation of immigrants, and this group deserves the best chance for a better life," Ellis said.

EFFLEY HOWELL, Kernersville
Race Relations Category

Effley Howell's love for African-American history has made him an effective force for building better race



Mary Mosley, Josie Ellis, and Effley Howell

relations. He is helping African Americans understand their heritage and all people understand the importance of

human rights and mutual respect.

His passion began when he saw an old Bull Durham ad and was appalled by the way it depicted African Americans. As he saw other items, he bought them, and gradually his collection began to include African Americans depicted in a favorable manner. Howell uses the materials—positive and negative—to illustrate the African-American experience, to foster better race relations and ensure that the mistakes of the past are not repeated. He sets his collection up for special events, visits classrooms, does diversity training for corporations and makes presentations to civic clubs, churches and other groups.

MARY MOSLEY, Wilmington
Personal Service Category

Mary Mosley moved back to Wilmington in 1987, but her neighborhood, The Bottom, was not the one she had left decades before. It had become one of Wilmington's most troubled areas. Immediately, Mosley began reclaiming it. Early on, she was threatened by thugs who resented her efforts to get drug dealers and prostitutes out of the neighborhood. She has not been deterred, because she believes in what she is doing.

The Family and Neighborhoods Institute of North Carolina, a community center now located in the heart of The Bottom, is where children go for tutoring after school and seniors for lunches and meetings. It is a symbol of good triumphing over evil. Mosley usually is there, often 10 hours a day, six days a week, doing whatever needs to be done. Last year, all of her students passed the end-of-grade tests; the students' principal estimates that without Mosley's intervention half of them would have failed.

THE Z. SMITH REYNOLDS SABBATICAL PROGRAM

I rebalanced my life and restored my spirit
— 2003 Z. Smith Reynolds Sabbatical Recipient

THE Z. SMITH REYNOLDS FOUNDATION awarded grants during 2003 to five leaders from North Carolina's nonprofit community through its Z. Smith Reynolds Sabbatical Program. The awards are made annually to five nonprofit leaders, allowing them to take extended breaks from their demanding jobs to relax, revitalize and gain new energy.

Each of the 2003 sabbatical recipients—Stella J. Adams, Kenny S.G. House, Vickie S. Pait, Michele E. Rivest and Kenneth J. Rose—received a \$15,000 grant to enable her or him to take leave from work for three to six months to read, relax, travel, work on special projects, be with their families, or simply reflect.

The Foundation established the Sabbatical Program in 1990 with North Carolina's nonprofit leaders in mind. The Foundation hopes that sabbatical recipients, who are chosen from the leadership of the state's nonprofits, can renew themselves personally and professionally and return to work with fresh ideas for achieving their missions and with more balanced lifestyles.

Recipients of sabbaticals are chosen on the basis of the need for a break from the daily stress and challenges of their work environment, the innovation and creativity they have demonstrated in their work achievements in the past, and their potential to continue to make a significant contribution to public service.

STELLA J. ADAMS

Adams has served for seven years as executive director of the NC Fair Housing Center in Durham, an organization that works to ensure equal access to housing and capital for all North Carolinians. She is responsible for

the day-to-day operation of the Housing Center, including fundraising, program operations, government reporting, advocacy and research. "The time off from work gave me a real opportunity to reflect on the mission, goals, and direction of my organization," Adams said. "As a result of my renewed commitment, a sharper vision and new priorities have been set for my organization. The sabbatical has served both the institution I serve and my family well."

KENNY S.G. HOUSE

House has worked with Coastal Horizons Center for 25 years, serving as clinical director for the last 15 years. The Center provides professional assistance to those in need of prevention, crisis intervention, criminal justice alternatives, community outreach and substance abuse treatment services. "My sabbatical proved to be the most amazing and rewarding journey, as I traveled to two foreign countries and several U.S. cities and took time to nurture some wonderful friendships," House said. "Never in my adult life have I been able to enjoy or imagine such an adventure, and this time will serve as a pivotal point to energize my life for the future."

VICKIE S. PAIT

Pait has served as the executive director of Families First for seven years. She and the staff of Families First provide services and shelter to victims of domestic violence and sexual assault and their children. Pait is responsible for program development and improvements, community education, employee supervision, and fundraising. "Priceless is one word I feel appropriately describes

my sabbatical experience. It took a while to realize that it was okay for me to do nothing all day," Pait said. "For a while, I felt like I was wasting precious time, and then realized that I was not wasting time, I was embracing time."

MICHELLE E. RIVEST

Since 1994, Rivest has been the executive director of the Orange County Partnership for Young Children, the local Smart Start agency. Rivest oversees the organization's annual budget of \$3.9 million and guides the board's Smart Start planning and funding cycle. "My sabbatical was an incredible gift. Each day unfolded at its own pace . . . no alarm, coffee on the porch, time for meditation and reflection, gardening, yoga, tomato sandwiches from the garden, visit with my friends, time with family," Rivest said. "I am taking steps to rebuild and reenergize my organization. Today, I see the light of what is possible and say, 'Yes!'"

KENNETH J. ROSE

Rose has worked for six years as executive director of The Center for Death Penalty Litigation, assisting men and women accused or convicted of capital crimes. Rose

hires and trains the center's staff of almost 20 employees, represents 10 death row inmates, develops legal strategies for his clients and others on death row, trains and consults with other attorneys, and coordinates a political strategy with other nonprofit groups. "I applied

for the sabbatical in hopes of getting a respite from the ongoing stress and tremendous responsibility serving as director of an advocacy office representing persons in capital cases," Rose said. "I achieved so much more by sharing the sabbatical with my family and

by sharing what I learned with my co-workers."

Individuals in paid, full-time leadership positions who have served their North Carolina nonprofit organizations for at least three years, two of which as leaders, may apply for sabbatical awards. This program is not designed for career public school, college, university or government employees. The application deadline is December 1, 2004 to be considered for a sabbatical during 2005.

Please contact the Foundation for an application if someone you know may deserve and qualify for a Z. Smith Reynolds Sabbatical. ✧



The 2003 Z. Smith Reynolds Sabbaticals recipients: (left to right) Michele Rivest, Stella Adams, Kenny House, Vickie Pait, and Ken Rose.

STATEMENT OF INCLUSIVENESS

THE MISSION of the Z. Smith Reynolds Foundation is to improve the quality of life of the people of North Carolina. Toward this end, the Foundation actively seeks to promote access, equity and inclusiveness; and to discourage discrimination based on race, ethnicity, gender, age, socioeconomic status and other factors that deny the essential humanity of all people.

The Foundation has the conviction that inclusiveness benefits everyone and is not only compatible with, but also promotes, excellence. The Z. Smith Reynolds Foundation's grantmaking policies reflect the belief that organizational performance is greatly enhanced when people with different backgrounds and perspectives are engaged in an organization's activities and decision-making process.

We recognize that this policy must be practiced with flexibility and with sensitivity. In this spirit, applicants to the Z. Smith Reynolds Foundation are asked to provide general information about the race and gender of their board and staff. With the aid of this information, the Foundation is better equipped to do its modest part to foster inclusiveness and equal opportunity throughout the State of North Carolina.

ACKNOWLEDGEMENTS

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Z. Smith Reynolds

F O U N D A T I O N

147 South Cherry Street, Suite 200

Winston-Salem, North Carolina 27101-5287

336-725-7541 ♦ 800-443-8319 ♦ FAX 336-725-6069

EMAIL: info@zsr.org ♦ WEB PAGE: www.zsr.org